

Disclaimer on English Translation

The present English version of this call is provided solely for the convenience of non-Spanish-speaking applicants. This translation is for informational purposes only and does not constitute an official or legally binding document. In the event of any discrepancy, ambiguity, or conflict of interpretation, the Spanish version shall prevail as the sole authoritative text. CLPU assumes no responsibility for any interpretations or misunderstandings arising from the use of the English translation.

English Translation for the Call Ref. 288/26 - Head of Scientific Division

RESOLUTION OF 20 05 2026 OF THE DIRECTOR OF THE CONSORTIUM OF THE CENTER FOR ULTRASHORT ULTRAINITENSE PULSED LASERS OF SALAMANCA (CLPU) ANNOUNCING A SELECTION PROCESS FOR A TEMPORARY REPLACEMENT CONTRACT FOR THE POSITION OF HEAD OF SCIENTIFIC DIVISION

The Pulsed Lasers Center (hereinafter CLPU) is a public consortium attached to the General State Administration, in which the Ministry of Science, Innovation and Universities, the Regional Government of Castilla y León and the University of Salamanca participate, and whose objective is to design, build, equip and operate a cutting-edge laser systems facility open to the national and international scientific community.

CLPU is considered an agent of the Spanish System of Science, Technology and Innovation and forms part of the National Map of Singular Scientific and Technical Infrastructures (ICTS), within the thematic area of materials, and is organized as a single-site user facility.

In accordance with Article Fifteenth, section e), of the Consortium Statutes, the Director holds the authority for the selection and recruitment of the Center staff, taking into account the guidelines of the Governing Council and the Executive Committee. By virtue of such authority, the following terms and conditions of the aforementioned call are hereby published.

CALL CONDITIONS

I. GENERAL RULES

The purpose of this call is to carry out a selection process among all participating candidates in order to conclude a full-time temporary replacement employment contract with the professional category and position specified in the Annex to this call.

This call takes into account the principle of equal treatment between women and men regarding access to employment, in accordance with Article 14 of the Spanish Constitution, Organic Law 3/2007 of 22 March, and the Resolution of 29 December 2020 of the General Secretariat for Public Function, publishing the Council of Ministers Agreement of 9 December 2020 approving the III Gender Equality Plan in the General State Administration and related Public Bodies. In application of these regulations on effective equality between women and men and to promote gender equality, this call is drafted using inclusive, non-sexist language.

The principles of free competition, merit, capacity and publicity shall also be guaranteed.

Both the call and the results of the selection process phases will be published, at least, on the CLPU employment portal: <https://empleo.clpu.es>

II. ACCESS TO THE CALL

To participate in this call, any interested person who meets the minimum requirements set out in the Annex to this call must complete the form available on the website (<https://empleo.clpu.es>) and submit it electronically through the same platform, attaching their Curriculum Vitae and supporting documentation demonstrating compliance with the minimum participation requirements specified in the Annex.

In the event of any issues uploading files, they may be sent by email to rrhh@clpu.es, indicating the reference number of the call. The same procedure applies if any incident arises during the application process.

Both the application, the Curriculum Vitae, and the supporting documentation demonstrating compliance with the minimum requirements must be submitted before the end of the application deadline specified in the Annex to this call.

Participation in this selection process implies full acceptance of the terms and conditions of the call. The Selection Committee may declare the position vacant.

III. SELECTION COMMITTEE

The Selection Committee for this recruitment process is appointed by the Director of CLPU, and its composition is detailed in the Annex to this call. Its functions may be delegated by express authorization.

The Committee shall ensure strict compliance with the provisions set out in this call, and in particular with the principles indicated in Section I.

In accordance with Article 5 of Organic Law 3/2018, of 5 December, on the Protection of Personal Data and the guarantee of digital rights, members of the Selection Committee are bound by a duty of confidentiality and professional secrecy with regard to any personal data they may process in the performance of their duties in this selection process.

IV. SELECTION PROCESS

The selection process shall consist of two phases and will be carried out through a merit-based evaluation system.

In the event of equal qualifications among candidates, preference will be given to persons with a recognized degree of disability. Candidates applying under the merit-based system with a disability degree equal to or greater than 33% who request adaptations of time and/or resources must submit a Technical Assessment Report issued by the competent Evaluation Body that certified the degree of disability.

The selection process will begin on the day following the end of the application submission period. Its duration, both for each phase and overall, will be as specified in the Annex to these terms.

First Phase: Assessment of compliance with eligibility requirements

The assessment of compliance with the requirements established in the call, which are necessary to apply for the position, will be carried out based on the information provided in the Curriculum Vitae and the supporting documentation of such requirements. The Selection Committee may request any clarifications or justifications it deems appropriate for a proper evaluation. At this stage, it is not necessary to submit supporting documentation for merits, as this will only be required from candidates who pass this phase.

Once the evaluation of the requirements for all applications has been completed, and within the timeframe established for this phase, the corresponding decision shall be issued, upon proposal of the Selection Committee, including the list of candidates deemed eligible. This decision will indicate which candidates proceed to the next phase of the selection process and, for those not admitted, the requirements that have not been met.

As indicated in Section I of these terms, the decision will be published on the CLPU employment portal. Candidates shall have five working days, counted from the day following publication, to submit any relevant appeals or objections.

Second phase: Evaluation of Merits

Candidates who have passed the first phase will be personally contacted by CLPU to begin their participation in the second phase of the selection process. They must first submit the supporting documentation required for the evaluation of merits by sending it to the email address rrhh@clpu.es.

Candidates will be assessed according to the merit evaluation scale through a personal interview, preferably conducted in person, although other means such as teleconference, video chat, or similar may be allowed, provided that the evaluation process permits it.

Furthermore, if the Selection Committee considers it appropriate, additional documentation related to the evaluation of merits may be requested. It may also schedule a specific test to ensure proper assessment of the merits; in such cases, the test will be detailed in the Annex. Likewise, the Selection Committee may accept other means of accreditation, provided they reliably substantiate the merits presented.

Once the evaluation has been completed for all candidates who passed this phase of the selection process, the Selection Committee will issue a report signed by all its members, detailing the total score and the partial scores for each section. It will also propose a ranking of candidates based on the scores obtained and the minimum threshold required to pass this second phase.

Based on the proposal made by the Selection Committee, and within the timeframe established for the duration of the second phase, the Director of CLPU will issue the corresponding decision, appointing the candidate who has obtained the highest score in the evaluation of merits as the proposed appointee for the position.

The selected candidate must explicitly accept the appointment. In the event of non-acceptance, the position will be offered to the next candidate in accordance with the established ranking order.

V. DATA PROTECTION

In order to guarantee confidentiality in the publication of the results of the selection process referred to in Section I of these terms, candidates will be identified by their first name, surname(s), and four random digits from their National Identity Document (DNI), Foreigner Identity Number (NIE), passport, or equivalent document.

The Human Resources Department of CLPU shall be responsible for the custody and control of all information related to the selection process.

Pursuant to Organic Law 3/2018 of 5 December and Regulation (EU) 2016/679 of 27 April 2016, you are hereby informed that the processing of the personal data you provide through this form and accompanying documents is based on compliance with the legal obligations to which the Consortium is subject. Such data will be incorporated into a file named “Curriculum Vitae,” for which the Consortium for the Design, Construction, Equipment and Operation of the Ultrashort Ultraintense Pulsed Lasers Center – CLPU (protecciondatos@clpu.es) is responsible, for the purpose of managing personnel selection processes and the filling of positions through public calls.

The documentation provided by the selected candidate will be incorporated into a file named “Human Resources,” for the purpose of managing the subsequent execution of the corresponding employment contract.

Data will not be disclosed to third parties except where there is a legal obligation or authorization by law.

Candidates may exercise the rights provided for in the aforementioned Regulation as detailed in the additional information available at the following links:
https://www.clpu.es/PD_Curriculum_Vitae
https://www.clpu.es/PD_Recursos_Humanos

If you provide data relating to your health and/or disability for the purpose of applying for the aforementioned positions, such processing will be based on Article 9(2)(b) of Regulation (EU) 2016/679 of 27 April 2016.

VI. APPEALS AGAINST THIS CALL

This resolution may be challenged by filing a labour claim before the Social Courts of Salamanca within a period of two months, counted from the day following its publication.

Alternatively, an administrative appeal for reconsideration (recurso de reposición) may be lodged before the Director of CLPU within one month from the day following its publication. In such a case, the aforementioned labour claim may not be filed until the appeal has been expressly resolved or deemed rejected by silence, in accordance with the provisions of Law 39/2015 of 1 October on the Common Administrative Procedure of Public Administrations.

Signed. Dr. Giancarlo Gatti

Director of CLPU

Ref. 288/26 – Head of Scientific Division

ANNEX

A. SELECTION PROCESS TIMELINE

A.1 Application submission period

The application submission period will run from the publication of the call announcement on the CLPU website until 20 June 2026.

A.2 Duration of the Selection Process Phases

The first phase of the selection process, assessment of compliance with requirements, will run at most until 30 July 2026.

The second phase of the selection process, evaluation of merits, will run at most until 30 September 2026.

B. SELECTION COMMITTEE

The selection committee shall be composed as follows:

| POSITION | FULL MEMBER | ALTERNATE |
|-----------------|---------------------------------------|--|
| Chair | Professor at Univ. Politecnica Madrid | Prof. at Univ. Castilla La Mancha |
| Secretariat | HR Technician CLPU | Member of the management division CLPU |
| Member | Prof. Univ. La Sapienza Roma | Prof. Univ. La Sapienza Roma |
| Member | Senior Technologist LNF-INFN | Director of CMAM |

The Chair of the Committee shall have the casting vote in the event of a tie.

C. POSITION, DESCRIPTION, DUTIES AND COMPETENCIES

C.1 Position characteristics

The position will be filled through a temporary fixed-term contract lasting until the end of the leave of absence with job reservation of the current holder of the position (30/09/2030).

The contract will be full-time, with the professional category and position of Head of Scientific Area, corresponding to Group IA 3.1 of the CLPU salary scale.

The gross annual salary will be €48.721,16.

In addition, a variable remuneration may be established as a performance-based bonus, which may reach up to 15% of the annual salary received during the year, depending on the results of the annual performance evaluation (competencies and achievements).

As a general rule, the service will be provided on-site. A probation period of 6 months is established.

The working languages at CLPU are Spanish and English, interchangeably.

C.2 Description of the work environment, the position, and its duties

CLPU is seeking a scientific profile with strong motivation, knowledge of comparable R&D&I infrastructures, experience in personnel and project management, and a solid research track record to lead the Center's scientific area.

The Center

CLPU is a research center focused on advances in the development of high-intensity lasers and their applications. It is included in Spain's map of Singular Scientific and Technical Infrastructures (ICTS) and hosts the high-intensity VEGA laser system. The main mission of CLPU as an ICTS is to promote R&D within the scientific community by providing access to VEGA.

CLPU plays a role in the development of high-intensity photonics, particle accelerators and secondary sources, plasma physics, and dual-use technologies, in strong collaboration with the international scientific community (Laserlab Europe network, ESFRI infrastructures, etc.).

The Scientific Division

This is the CLPU group primarily dedicated to R&D activities. It comprises approximately 20 people, mainly scientists and engineers, both junior and senior.

One of the missions of the scientific division is the operation of the Singular Infrastructure (ICTS), supporting access for the scientific community through competitive access schemes and being responsible for the implementation of experimental proposals within the ICTS, as well as for the advancement of the infrastructure itself to ensure its level of excellence and uniqueness.

It is also responsible for progress in CLPU's strategic lines in both fundamental and applied research through the development of projects funded by national, regional, and European entities.

Main duties associated with the position:

- Responsible for the organization of the CLPU scientific division.
- Responsible for the implementation of experimental campaigns at the Center and at external infrastructures, and more generally for their management and coordination.
- Responsible for the experimental areas of the VEGA laser and their operation.
- Responsible for the scientific use of CLPU's auxiliary laboratories.
- Coordination of activities with the heads of other divisions and groups of CLPU.
- Preparation of technical specifications for procurement procedures related to the division activities (scientific equipment, etc.).
- Participation, in coordination with CLPU Management, in the development of future strategic plans of the Center.
- Implementation of future experimental lines and infrastructures.
- Management of the scientific aspects of the Center and the R&D activities of the scientific division.
- Engagement with scientific communities relevant to the Center.
- Scientific support to users and to the execution of their experimental proposals.
- Promotion, participation, and management of national and international scientific research projects aligned with the Center's mission and strategic objectives.
- Advising and supporting Management in the launch, management, and supervision of ICTS access calls.
- Proactive actions to enhance the scientific excellence of the Center, under the supervision of Management.
- Proposing improvements to the Center's scientific infrastructures, preparing operational proposals with associated resource estimates.
- Responsible for the management and optimization of the division's staff, and for task allocation according to guidelines and priorities.

- Responsible for the training of the scientific division staff to meet the Center's strategic needs.
- Any other tasks assigned in accordance with the capabilities and functions of the position.

C.3 Position competencies

The key competencies required for the position are:

- **Leadership:** ability to manage a complex and diverse environment, effectively communicating a clear roadmap and fostering team spirit toward common goals. Act as a reference within the organization. Strong decision-making capacity. Commitment to achieving established milestones. Continuous pursuit of improvement for both the team and the Center.
- **Proactivity:** ability to propose new activities, as well as improvements to internal processes and procedures within the Center's organization. Capability to propose new strategic research lines and enhance the Center's positioning.
- **Teamwork:** ability to organize teams, coordinate, and delegate tasks. Promotion of both individual and interpersonal skills within the group.
- **Adaptability to Change:** ability to adjust the roadmap for each activity in response to changing conditions, promoting flexible task and project structures that can adapt to evolving needs (e.g., staffing changes).
- **Management Capacity:** strong ability to manage multiple activities and projects simultaneously, taking into account available resources while meeting deadlines and commitments.
- **Personnel Management:** management of training needs, talent attraction, efficient allocation of resources, and assignment of the most suitable individuals to each activity. Continuous monitoring of tasks and commitment to ongoing development.
- **Positioning in the National and International Environment:** promotion of engagement with both national and international scientific communities.

D. MINIMUM ELIGIBILITY REQUIREMENTS AND THEIR ACCREDITATION

Documentation to be assessed in the minimum requirements evaluation phase

For the evaluation of minimum requirements, candidates must submit a Curriculum Vitae (CV), which should be a maximum of four pages (Arial 11 font size or equivalent), excluding the list of publications. For the list of publications, it is recommended to provide references or links so that the Committee can evaluate them (e.g., ORCID profile, Scopus, Web of Science, etc.).

Nevertheless, candidates who wish to submit a full list of publications are requested to use the APA citation standard, with Web of Science as the reference database.

Candidates must also submit a descriptive statement (maximum four pages, Arial 11 font size or equivalent), outlining the most relevant aspects for the evaluation of the requirements, along with any additional documentation in accordance with the form of accreditation specified for each requirement.

The Committee will also assess letters of recommendation from distinguished researchers willing to support the information regarding the candidates' experience and professional career.

To participate in this call and be admitted to the next phase (evaluation of merits), it is essential to meet each and every one of the requirements listed below and to provide accreditation as specified:

R1. PhD in Science, in disciplines aligned with CLPU activities, enabling the development of a research and professional career in accordance with the functions described in Section C.2, within the scope of the Center's activities.

Accreditation: copy of the academic degree.

R2. Minimum of one year of postdoctoral experience in positions related to the functions described in Section C.2.

Candidates must demonstrate postdoctoral experience aligned with the functions of the position, indicating its duration.

Accreditation: curriculum Vitae, descriptive statement, reference letters, and any documentation supporting the information provided (e.g., employment record, employment contracts, etc.).

R3. Minimum of five years of research activity in fields of interest to CLPU.

Candidates must demonstrate an expert scientific profile with international reputation and documented experience in research fields relevant to CLPU, possibly within comparable infrastructure environments. By way of example (non-exhaustive), relevant areas include: high-intensity laser physics and technology and their applications; laser source development; laser-plasma interaction physics and diagnostic techniques; particle acceleration (with particular emphasis on laser-based techniques); production of secondary sources by lasers; atomic or nuclear physics in interaction with lasers and secondary sources; interaction of matter with intense electromagnetic fields, etc.

Accreditation: Curriculum Vitae, descriptive statement, and any documentation supporting the

information provided.

R4. English language proficiency equivalent to at least level B2 of the Common European Framework of Reference for Languages.

Accreditation: Certificate of language proficiency or proof of at least one year of stay in countries or international centers where English is the working language.

The following exceptions to documentary accreditation of the required language proficiency apply:

- Candidates who have passed language tests in previous CLPU selection processes with equal or higher language requirements are exempt from submitting proof of the required level.
- In the absence of certification or proof of a one-year stay in an English-speaking environment, and only if all other requirements are met, a language proficiency test will be conducted by an accredited external body to verify the required level.

E. CRITERIA FOR THE EVALUATION OF MERITS AND THEIR ACCREDITATION

Documentation to be assessed in the merits evaluation phase

Candidates who proceed to the second phase of the call, corresponding to the evaluation of merits, may submit additional documentation in order to substantiate each merit according to the required evaluation criteria.

Method of evaluation of merits

The merits listed below will be assessed by the Selection Committee based on the documentation provided and justified during an interview, which may be conducted either in person or remotely.

Professional Experience, Competencies, and Skills (maximum 56 points):

M1.- Experience exceeding the minimum required in section R2 in the functions performed

Maximum score: 10 points

Evaluation criteria: additional years of experience duly justified will be assessed, taking into account the extent to which the functions performed align with those described in section C.2.

Fractions exceeding half a year shall be rounded up, while fractions equal to or less than six months shall be rounded down

- Up to 2 points per additional year of experience.

Accreditation: any supporting documentation of the information provided, to be presented and defended during the interview.

M2.- Experimental scientific/technical experience, especially in environments comparable to singular R&D infrastructures

Maximum score: 10 points

Evaluation criteria: experimental proposals may be assessed, with particular relevance given to those where the candidate has acted as Principal Investigator; involvement in experimental lines and campaigns with coordination roles; management and coordination of experimental stations and equipment, etc.

- Up to 2 points per justified activity demonstrating clear contribution toward achieving the stated objectives and the scope of the activity.

Accreditation: any supporting documentation of the required and assessable information, to be presented and defended during the interview.

M3.- Spanish language proficiency according to the Common European Framework of Reference for Languages⁽¹⁾.

Maximum score: 2 points

Evaluation criteria:

- 1 point for certified B1 level
- 2 points for certified B2 level or higher

Accreditation: Language certificate or proof of at least one year of stay in countries or international centers where Spanish is the working language.

For candidates whose native language is not Spanish, their level will be assessed during the interview.

⁽¹⁾ http://cvc.cervantes.es/ensenanza/biblioteca_ele/marco/cvc_mer.pdf (page 26)

M4.- Experience in leadership/management of teams and activities, particularly in scientific infrastructure environments or research and development projects.

Maximum score: 10 points

Evaluation will consider the activities performed and achievements reached, based on their scale and complexity, including the size of managed projects, budget volume, and number of people coordinated. The candidate's ability to lead multidisciplinary teams, manage resources efficiently, and achieve results in complex organizational contexts will be taken into account. The relevance of the experience to CLPU activities, the level of responsibility assumed, and the duration of leadership roles will also be evaluated.

Accreditation: any supporting documentation of the required and assessable information, to be presented and defended during the interview.

M5.- Research career: publications, citations, awards, invited talks, patents, committees, etc.
Maximum score: 10 points

Evaluation criteria: publication activities or others clearly demonstrating the candidate's research contribution, assessed based on their relevance to the scientific community and to CLPU's interests. Indicative criteria include publications and their impact (impact factor and citations), authorship of book chapters, invited talks at relevant scientific conferences, participation in scientific committees of international conferences, participation in scientific/technical committees of research infrastructures, patents, awards, fellowships, etc.

- Up to 1 point per contribution.

Accreditation: Submission of a list of the 10 most relevant contributions (for publications, APA citation style is recommended, with Clarivate Web of Science as the reference database). For each contribution, candidates should justify its relevance and their personal contribution. Documentation must be presented and defended during the interview.

M6.- Securing funding for R&D projects or for the implementation of scientific infrastructures; knowledge of national/international funding calls.

Maximum score: 8 points

Evaluation criteria: success in obtaining funding in different calls will be assessed, especially where the candidate has played a significant role (Principal Investigator or coordination of major work packages). Knowledge of criteria and key factors for obtaining funding will also be considered, with particular attention to areas relevant to CLPU.

- Up to 1 point per activity demonstrating clear involvement in awarded projects or participation in funding calls.

Accreditation: List of relevant contributions, justifying personal involvement and relevance. Documentation must be presented and defended during the interview.

M7.- Personal Interview

During the personal interview, the Selection Committee will ask a series of questions aimed at assessing the candidate's suitability for the position, with particular focus on the technical competencies demonstrated through the submitted documentation and on personal competencies. The candidate's suitability and potential for progression into the position will be evaluated, as well as personal competencies, commitment and attitude, proactivity, ability to handle unforeseen situations, capacity to work under constraints and limited resources, working methods, future outlook, etc.

Maximum score: 6 points

Evaluation criteria:

| Criteria | Points |
|---|---------------|
| Suitability of merits and candidate to the position profile | 0-2 |
| Personal competencies | 0-2 |
| Commitment and overall attitude | 0-2 |

Evaluation:

Average score awarded by the members of the Selection Committee following the interview, based on responses to questions aimed at determining the candidate's suitability and potential for progression in the position. Each item is scored from 0 to 2 according to the degree of fulfillment (0: does not meet and cannot acquire the competency; 1: does not fully meet it but could achieve it; 2: fully meets the requirement).

The minimum threshold score established in the merits evaluation phase for candidates to be considered suitable to fill the position is 30 total points.