

**INCORPORATION OF A POSTDOCTORAL RESEARCHER (R2A RESEARCHER) INTO AN
IDIBAPS RESEARCH GROUP THROUGH BITRECS COMPETITIVE PROGRAMME:
EVALUATION INFORMATION**

Table of contents

1. About BITRECS.....	2
2. General principles of the evaluation process.....	2
3. Evaluation structure	2
4. Practical information	3

1. About BITRECS

The Biomedicine International Training Research Programme for Excellent Clinician-Scientists, BITRECS, has launched a second edition. In this occasion, it offers **one 36-month fellowship to an excellent and highly motivated postdoctoral clinician-scientist**. This initiative is promoted by the Fundació de Recerca Clínic Barcelona-Institut d'Investigacions Biomèdiques August Pi i Sunyer (FCRB-IDIBAPS) and it is receiving funding from "La Caixa" Foundation.

The FCRB-IDIBAPS, a foundation for biomedical research of excellence, and the Clinic Barcelona Hospital, a century-old reference hospital committed to healthcare, have a common commitment to promote clinician-scientists. As a result, they launch the BITRECS opportunity.

It is a programme for clinician-scientists only. Those professionals have a true understanding of health problems directly from their clinical practice. They are also the professionals prepared to perform genuine translational research. This fellowship offers a research contract to a clinician-scientist with the aim to perform a 36-month research proposal as a member of an FCRB-IDIBAPS research group.

Further information on BITRECS may be found at this [link](#).

2. General principles of the evaluation process

BITRECS expects to evaluate the candidacies to the programme through an Open, Transparent and Merit-based Recruitment (OTM-R) process. OTM-R within BITRECS ensures that the best person for the job is recruited whilst guaranteeing equal opportunities and access for all.

The only selection criterion in BITRECS is excellence of the science based on an international peer reviewed. Moreover, this selection should be based on:

- Equal opportunities, avoiding any discrimination.
- Independency, impartiality, objectivity, and accuracy of the evaluators work.
- Fairness of the process, avoiding conflict of interest and ensuring confidentiality.

If any aspect from the those above can be affected during the evaluation process, evaluators are required to contact bitrecs@recerca.clinic.cat in order to find a suitable solution.

3. Evaluation structure

In the evaluation process there are two phases foreseen to reach a final decision. All of them will be made remotely:

- 1) Application assessment: 3 independent external experts will evaluate all the documentation submitted in the application according to the evaluation criteria preestablished. Evaluators will have to fill in a template giving a score and its corresponding justification as it is explained in the section 4. Instructions and practical information.

The resulting work of the evaluators will be used by IDIBAPS Direction to decide if all or only part of the candidates should continue in the second phase of the evaluation.

- 2) Interview: In this phase, 3 independent external experts will participate together with at least 1 representative of the FCRB-IDIBAPS and 1 from the Hospital Clinic Barcelona. They all will follow the evaluation criteria of the programme. The structure of the session will be: 10-minute oral presentation, 15-minute question session to the candidate and 10-minute discussion of the evaluator panel to reach a final conclusion. The Principal Investigator of the candidate will be invited to attend the presentation and also to give his/her opinion to the evaluators. However, this person will have voice without vote.

4. Practical information

Calendar of the evaluation:

- Application assessment: from May 28th to June 14th.
- Communication to candidates about their continuation in the process: before June 20th.
- Interviews: July 4th
- Communication of the results to candidates and publication of the resolution: July 5th

Evaluation criteria:

- Candidate (60%): Considering the track record; and, other scientific merits.
- Research proposal (30%): Excellence and impact in the scientific field; and, coherence and feasibility of the research proposal's work plan.
- Adequacy and motivation (10%): Appropriateness of the institutional environment; and, motivation to enrol BITRECS.

Evaluation final report:

The reasoned comments resulting from the evaluation will be included as part of the evaluation final report that all candidates will receive at the resolution stage. The main aim of the process is being transparent and, if necessary, allow the candidate improve certain aspects in the future selection processes in which he/she can be involved.