

## Roving Researcher regulation

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### Background

[IDIBAPS' Gender Equality Plan](#) calls in its measure 15 for an action to counteract the effects that motherhood and/or caring for young children have on women's research careers, especially those who hold or have the potential to hold leadership positions in research (R4, R3B, R2B, and R2A) funded through competitive programs. An [innovative action](#) with this objective is the recruitment of **roving researchers** at institutions, which was pioneered by the [Babraham Institute](#) (Cambridge, UK) in 2020 and later adopted by other centres such as the [MRC Laboratory of Medical Sciences](#) (Imperial College London, UK).

Inspired by the example of these pioneer initiatives, IDIBAPS has created a roving researcher position as [announced](#) at the beginning of 2024 that has been filled in September 2024.

### Objective

The goal of the roving researcher is to support researchers who are on long-term leave during critical moments in the development of their research careers. The roving researcher may work in any research group, not aiming to replace the person on leave, but to support their projects and laboratory, thereby counteracting the effects of their absence. Depending on the demand at a given time, they may work on up to three research projects simultaneously. Additionally, the roving researcher may also cover researchers with childcare duties of infants under 3 years of age.

### Roving researcher's profile

The roving researcher is a post-doctoral (R2) researcher employed by FRCB-IDIBAPS with extensive experience in various common laboratory techniques as well as in project and laboratory management. The roving researcher has a versatile profile with the capacity to learn new techniques, adapt to new environments, and possesses the excellent organizational and communication skills needed to work and collaborate in different projects and research groups.

### Eligibility criteria

Researchers, both men and women, in long-term leaves (>6 weeks, planned or unplanned) or with childcare duties (<3-year-olds) who hold or have the potential to hold leadership positions in research are eligible to benefit from the support of the roving researcher. These include tenure-track researchers (IDIBAPS categories R2B and R3B) but also researchers onwards from the R2 category (R2, R3, and R4).

### Applications and evaluation

To apply for the support of the roving researcher, the application form must be filled and submitted to the Scientific Coordination Office ([coordinacio.cientifica@recerca.clinic.cat](mailto:coordinacio.cientifica@recerca.clinic.cat)).

Applications will be evaluated by a committee comprising the Director of Strategy, the Head of Laboratories, and the Head of Scientific Coordination at IDIBAPS, considering the following criteria:

1. **Prioritization criteria**, applied in the stated order:
  - 1) Motive for support: maternity leaves will be prioritized over other long-term leaves (>6 weeks) (e.g., sickness, paternity)
  - 2) IDIBAPS researcher category to which the person to be covered belongs: tenured researchers (R2B, R3B) will be prioritized over other researcher categories.
    - Female tenured researchers responsible for childcare duties of < 3-year-old infants are also eligible for support.
2. **Need** for support and **added value** of the action.
3. **Duration** of the support and **fitting** with ongoing support and/or other applications.
4. **Feasibility** of the support and added value considering the roving researcher's profile and expertise.
5. **Research trajectory** of the person to be covered (contributions to the field, level of responsibility in competitive projects, etc.).

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For any queries, please contact:

**Scientific Coordination Office**

IDIBAPS

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