

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

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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. Instructions and practical information

Please carefully read these guidelines before starting the candidates' evaluation and complete the Excel evaluation table. To assess each candidacy one single file with all the documentation will be provided.

The following tables present information about the Excel provided to the evaluators to score the applications.

Table 1 (columns A to I) provides a summary of the received applications, including additional information that can support the evaluators in establishing priorities.

Table 1. Candidate's information

Excel column	Column title	Description and evaluation comments
<i>General information</i>		
A	ID	<i>Number of candidacy per alphabetic order of the surname</i>
B	Name	<i>Name of the candidate</i>
C	PhD	<i>Year of the PhD</i>
D	Clinical residency training	<i>Title and year of the clinical residency training</i>
E	Current position	<i>Position and institution of the researcher at application phase.</i>
F	Research proposal	<i>Title of the research proposal</i>
G	IDIBAPS Principal Investigator	<i>Name of the Principal Investigator</i>
H	Research line	<i>Name and link to the research line described by the Principal Investigator. This is the information the candidate has taken into account to prepare the research proposal.</i>

I	Information about publications	<p><i>Information of reference:</i> <i>Total publications; total publications in Q1; total publications in D1.</i> <i>Total publications as main author (MA); total publications as MA in Q1; total publications as MA in D1.</i> <i>Comments, if any.</i></p>
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Table 2 (columns J to V) provides a detailed description of the three main evaluation criteria, their weight, and sub-criteria.

Table 2. Evaluation criteria

Excel column	Column title	Description and evaluation comments
<i>1.Candidate (0-60 p)</i>		
J	Track record	<p><i>Publications, especially those as main author, and impact in the scientific field.</i> <i>Please include reasoned comments on candidacy's strengths and weaknesses.</i></p>
K	Other scientific merits	<p><i>Participation in funded research projects, knowledge and technology transfer activities, international exposure, international conferences and others.</i> <i>Please include reasoned comments on candidacy's strengths and weaknesses.</i></p>
L	Summary score for "Candidate" (0-60p)	<p><i>Please include a summary evaluation score up to 60 points for this section, considering the evaluation of the diverse sub-criteria above.</i></p>
<i>2.Research proposal (0-30 p)</i>		
M	Excellence and impact in the scientific field	<p><i>Quality and credibility of the scientific proposal and the impacts to society, especially considering the potential future benefits for the clinical practice.</i> <i>Please include reasoned comments on candidacy's strengths and weaknesses.</i></p>
N	Coherence and feasibility of the research proposal's work plan	<p><i>Quality and credibility of the implementation of the proposal.</i> <i>Please include reasoned comments on candidacy's strengths and weaknesses.</i></p>

O	Summary score for “Research proposal” (0-30p)	<i>Please include a summary evaluation score up to 30 points for this section, considering the evaluation of the diverse sub-criteria above.</i>
<i>3.Adequacy and motivation (0-10 p)</i>		
P	Appropriateness of the institutional environment	<i>Adequacy of the candidate to IDIBAPS and the chosen research group. Please include reasoned comments on candidacy’s strengths and weaknesses.</i>
Q	Motivation to enrol BITRECS	<i>Enthusiasm and willingness to become a BITRECS fellow. Please include reasoned comments on candidacy’s strengths and weaknesses.</i>
R	Summary score for “Motivation to enrol BITRECS” (0-10p)	<i>Please include a summary evaluation score up to 10 points for this section, considering the evaluation of the diverse sub-criteria above.</i>
<i>Final score and priority rank</i>		
S	Total (0-100p)	<i>Total evaluation score up to 100 points. This will be automatically calculated as the sum of the scores obtained from columns L, O and R.</i>
T	Rank (1-5)	<i>Considering the total evaluation scores, candidacies should be ranked by priority order (1 to 5).</i>
U	Continuation in BITRECS the evaluation process (Y/N)	<i>Please, answer this question: Would you suggest this candidate continue in the evaluation process? (Y/N) Remember that the next step foreseen is the interview.</i>
V	Overall comments	<i>Please, include overall reasoned comments on candidacy’s strengths and weaknesses and conclusions.</i>

Please, take into consideration that all the reasoned comments written in the evaluation table will be included as part of the evaluation final report that all candidates will receive at the resolution stage.

Should you have any questions, do not hesitate to contact the BITRECS Management Team (bitreecs@recerca.clinic.cat).