

DYNAMIS:
IDIBAPS Doctoral programme Yielding Novel Advancements in Medicine
and Innovative Solutions

1st Call

GUIDE FOR APPLICANTS

(Version 2.0)

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A - WHY DYNAMIS

Addressing the increased need for innovative solutions in medicine requires nurturing and training of highly skilled translational researchers, understanding patients' needs and driving research to address them, mastering innovative technologies, navigating ethics and regulations, and facilitating interdisciplinary and intersectoral collaborations. The IDIBAPS research institute is uniquely located in the Campus Clínic in Barcelona, joining efforts with the University of Barcelona and the Hospital Clínic, carrying out cutting-edge translational research to improve prevention, diagnosis, and treatment of most common diseases in our society.

The novel DYNAMIS programme will train 10 excellent junior translational researchers to carry out original PhD research projects in Translational Medicine. Recruited through two open, merit-based international competitive calls, the Doctoral Candidates (DCs) will benefit from high-quality co-supervision by a more fundamental and a clinical researcher and will engage in a training and career development programme in a vibrant research and innovation environment, opening them up to a wide variety of career paths in academia and the private sector.

DYNAMIS will offer the highest quality standards of scientific integrity and social responsibility, following the principles of the European charter and code for researchers, and the fundamentals of innovative training. DYNAMIS has partnered with 33 Associated Partners, including hospitals, patient groups, SMEs, health clusters and tech companies to offer training, supervision and secondment opportunities, enhancing the employability of the DCs through inter-sectorial exposure. By the end of the doctoral programme, the DYNAMIS fellows will have gained scientific and transferrable skills, including knowledge and experience on how to incorporate the patients' perspective in research, to advance their career at the forefront of medicine and science.

B – DYNAMIS FIRST CALL 2025

1. Call purpose

The present international and peer-reviewed call offers **5 positions for promising and motivated predoctoral researchers**. DYNAMIS will train 5 excellent junior translational researchers to carry out original PhD research projects in Translational Medicine. Recruited through open, merit-based international competitive calls, the Doctoral Candidates (DCs) will benefit from high-quality co-supervision and a vibrant research and innovation environment. DYNAMIS expects these predoctoral fellows to implement a 48-month research project.

2. Timeline

The first call will open on **October 8th** and remain open until **December 2nd, 2025**. Applicants will be notified at the **end of January 2026** if their application has passed the first evaluation phase. Subsequently, interviews will take place, first online and then in person, with the results of the overall selection process to be published at the **beginning of April 2026**. The candidates that accept the offer are expected to commence the fellowship **starting from April 2026 until the beginning of August 2026**. The exact date of incorporation will be agreed with IDIBAPS once the fellowship is granted. The candidates will be invited to join DYNAMIS as soon as possible after the publication of the final resolution/evaluation results and between the dates established for this cause. However, the fellow can join DYNAMIS later if a personal reason justifies it. It will be evaluated on a case-by-case basis.



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3. How to apply

Applications for the DYNAMIS programme must follow the detailed steps below:

1. First you should be sure **you accomplish the eligibility for the programme** (see section 4). Otherwise, your application will not be acceptable for evaluation.
2. Once your fitting to the programme is ensured, you should submit the requested information through the [on-line application tool](#), also available on the [DYNAMIS website](#). It is a safe tool that ensures full protection on personal data to all applicants. Proposals must be written in English.
It is important to be highlighted:
 - Candidates are invited to access to available research lines in the DYNAMIS website as they will have to **select 3 different priorities**.
 - Since the application involves several steps and takes time to complete, we recommend **downloading the template available on the website in advance**. It contains all the questions, allowing you to prepare your responses before opening the on-line application tool. Please note that the **online tool requires the entire application to be completed in one session**, partial answers cannot be saved for later on.
3. Once submitted, an automatic file in Pdf format will be generated and sent to your personnel e-mail. In that e-mail you will be asked to send the document to Human Resources department (FCRBRRHH@recerca.clinic.cat) together with some additional information to complete your application such as academic information. This last step is mandatory to complete the process, as all applications must be sent to the official channel established in the call.
4. The deadline for applications is December 2nd, 2025.

3.1 Structure of the on-line application

The application consists of an **on-line form** with the following sections, remember to check them in advance as the partial responses cannot be recorded by you to be continued later on:

1. Personal data.
2. Personal circumstances.
3. Academic record.
4. Career breaks.
5. Research/scientific experience.
6. Other issues.
7. Application priorities: research lines.
8. Motivation and future prospects.
9. Ethical self-assessment: research lines.
10. Referees contact data.
11. Last steps.

All these sections include instructions to help the candidate go through the application. Some questions are mandatory for everyone, others are optional. Additionally, some of the responses have a **character limit (including spaces) that must be respected**.

At the time of the call closing date, the on-line application tool will not be longer available, and all applications should be formally sent to Human resources department



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(FCRBRRHH@recerca.clinic.cat) as it has been explained in the previous section. If the documents to be included are missing, the candidate will be considered ineligible in a provisional way and will be given one week only to send the documents.

The documents to be included in the e-mail to be finally sent to close all the application process are evidence from academic activity. This information may vary depending on where you completed your previous studies (see section 4).

3.2 Recommendations before presenting the on-line application

Before applying to DYNAMIS, we invite all potential candidates to:

- Confirm your profile is the one expected for the programme (see section 1).
- Choose three of the research lines available in the call ([DYNAMIS website](#))
- Read the evaluation criteria to evaluate your chance of success (see section 5).
- Read carefully in advance the template of your application form (explanations, instructions and maximum number of characters) available on the [DYNAMIS website](#) to prepare the candidature in the best way. Prepare the documentation that will have to be submitted later on.
- Access the DYNAMIS [on-line application tool](#) to fill in the information (see section 3.1).
- Complete the submission of the candidature through sending the application in format Pdf received in your e-mail to our Human Resources department (see section 3.1).

3.3 Recommendations for choosing the selection of research lines

The programme offers different translational research lines, co-supervised by one clinician-scientist and one basic or translational researcher. Therefore, the leadership of the line bridges two different mindsets that respond to the nature of IDIBAPS research institution.

Each research line is about a main topic, jointly agreed by the co-supervisors and sometimes also aligned with a specific IDIBAPS research programme (these programmes represent structured collaborations between research groups at IDIBAPS, aimed at advancing key areas in the biomedical field).

The description of each research line includes detailed information about the participating research groups and other relevant aspects. Candidates are strongly encouraged to carefully review the information provided for their selected research lines. If needed, they may contact the co-supervisors responsible for the line via email to request further details. This contact is entirely optional and should be based on the candidate's individual needs.

At the proposal stage, candidates **must select three research lines**, ranking them in order of preference: first, second, and third. If the application progresses to later evaluation stages, candidates will have the opportunity to revise this order of priority. Ultimately, especially following the onsite visits at IDIBAPS, the programme aims to ensure an optimal match between the candidate's interests and the preferences of the research groups.

Upon commencement of the 48-month contract, the **specific research project will be jointly defined by the co-supervisors and the fellow**. This finalized project will be required for its



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implementation during the rest of the contract, as well as, for the formal registration in the doctoral programme at the university.

4. Eligibility

Candidates **must** meet the DYNAMIS eligibility criteria at the time of the **call deadline** (see *section 4.1*). Eligibility must be proven and demonstrated to be hired at IDIBAPS. The documents to certify the accomplishment of the eligibility should be presented in English or attached to their translation in English.

If one or more of the eligibility criteria are not fulfilled, the candidate will be declared ineligible, and his/her proposal will be withdrawn from any further consideration.

4.1 Eligibility criteria

Applicants must have:

- Studies to access doctoral studies in Spain. Two options available:
 1. European Higher Education System: university degree and Master (at least 300 ECTS) or equivalent education to access to a PhD programme in Spain or,
 2. Non-European Higher Education System: university degree that gives access to doctoral studies in the Country of issue (certified by the competent body). All the documentation must be delivered both legalised and officially translated in Catalan, Spanish or English (if applies).

➤ *Documentation related to this aspect must be submitted at application stage: 1) and 2)*
- Not have resided in Spain for more than 12 months in the last 3 years prior to the call deadline (in accordance with the mobility rule of the Marie Skłodowska-Curie programme).

➤ *Documentation related to this issue must be submitted before enrolling DYNAMIS.*
- Not already possess a Doctoral degree.

➤ *This aspect must be declared at the application form.*
- Please be aware that a good command of English is also required to apply to the programme.

➤ *The proficiency in English must be proved at application phase and during the evaluation process (oral interviews).*

5. Selection process and evaluation criteria

The [HR Excellence in Research award](#) at IDIBAPS will guarantee that the evaluation process will ensure fair and transparent recruitment, provide equal opportunities, and strive for a diverse workforce in line with its [OTM-R guidelines \(Open, Transparent and Merit-based Recruitment of](#)



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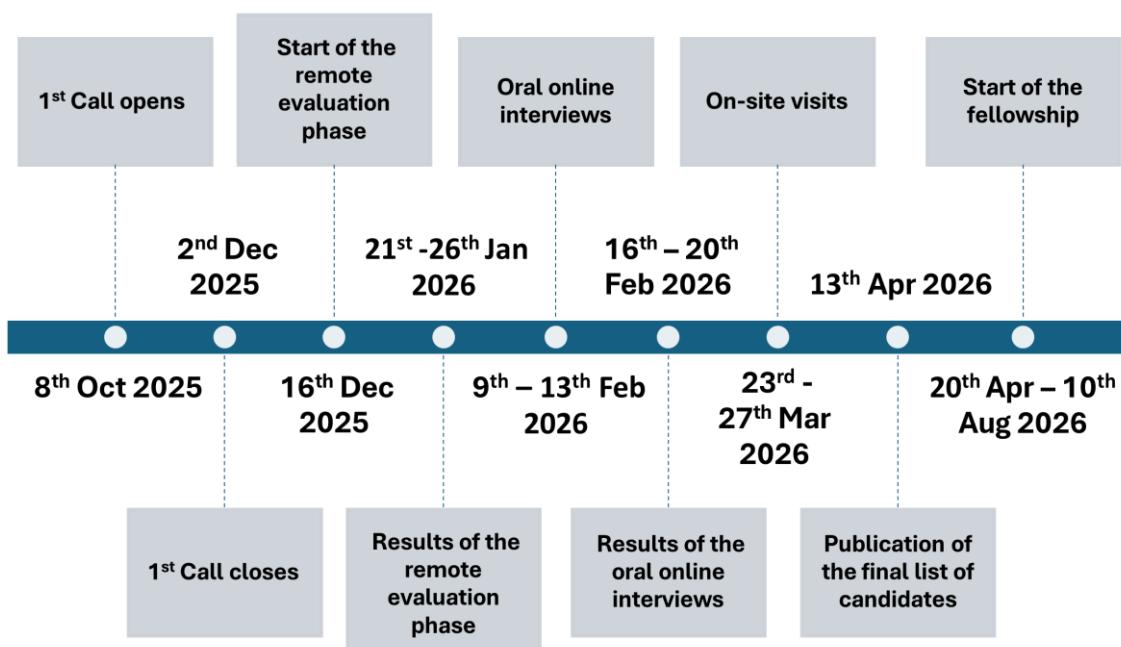
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[Researchers](#)). This is in agreement with the OTM-R policy promoted by the [European Charter of Researchers and the Code of Conduct for the Recruitment of Researchers](#).

After this recruitment, DYNAMIS will be able to invite the final selected candidates.

The selection process is organised into the 4 phases (see timeline below): eligibility checking (it determines whether a candidate fulfils the eligibility criteria); remote evaluation phase (it selects the best eligible candidates in terms of excellence); oral online interview (it judges the candidate's scientific and disease-oriented knowledge, motivation, and alignment with the programme and selected research area and group); on-site visits (it allows candidates get familiar with the institute's facilities and environment; they and their potential hosts will be able to know each other, discuss potential ideas for the PhD project, expectations, and assess the compatibility between their research interests and competences).

For the on-site visits, IDIBAPS will be responsible for the organisation and costs of the attendance of the fellows to the interview. Nonetheless, the candidates will be required to personally manage visa requirements (or others) in advance to facilitate their participation in this occasion. Alternative options will be proposed if administrative issues threaten to delay the whole selection process.



The whole evaluation will follow a peer-review process aligned to the OTM-R policy with well-established evaluation criteria (see them below).



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5.1 Evaluation criteria

Recruitment phase	Criteria	Sub-criteria	Score	Weight
Remote review	Candidate's track record	▪ Academic record and grades	0-5	50
		▪ Research experience	0-5	
		▪ Fellowships and awards	0-5	
		▪ Publications	0-5	
		▪ Other merits (technology transfer, outreach, teaching, organisation of events, involvement in students' committees, etc)	0-5	
	Candidate's motivation letter	▪ Motivation to join DYNAMIS program and the selected groups.	0-5	30
		▪ Motivation on the specific field of study and long-term career perspectives	0-5	
	Reference letters	▪ At least two reference letters from independent referees	0-5	20
Total score (Remote review)			100	
Interview stage	Demonstrated knowledge and scientific potential	▪ Scientific expertise and skills acquired during previous academic education and research experience	0-5	50
		▪ Capacity to clearly present scientific results, through the presentation of previous research, and a scientific article	0-5	
		▪ Ability to think critically, independently, creatively, through a brief discussion of the presentation with the evaluators	0-5	
	Motivation of the candidate	▪ Motivation to join DYNAMIS project	0-5	30
	English level	▪ Motivation on the specific field of study and long-term career perspective	0-5	
Total score (Interview stage)			100	

At each evaluation phase, the candidates will be informed of their result and if they move to the next stage of the selection process.

In the remote evaluation phase each application will be reviewed and receive a score ranging from 1 to 5 for each predefined criteria by a group of External Evaluators. The scale in use is the following:

- **1: Poor.** Candidate not qualified, no experience.
- **2: Fair.** Candidate broadly qualified, limited experience.
- **3: Good.** Candidate well qualified, average experience.
- **4: Very good.** Candidate very well qualified, above average experience.
- **5: Excellent.** Candidate with exceptional qualifications and experience.

If your average score surpasses the **quality threshold of 3**, you are eligible for the next stage of the selection. However, it is important to bear in mind that only 20 to 40 candidates will be invited to the oral interview *phase* during the first call. This means that surpassing the quality threshold of 3 is not enough to move to the next stage of the selection process and you will have more chances to be shortlisted if at the top of the ranking list. Your interest for a given research line can be considered at this step, to ensure diversity among shortlisted candidates.

The online oral interviews will be conducted by two parallel panels including External Members and Internal IDIBAPS Members that are not recruiting students in the current call. The interviews aim to evaluate the candidate's scientific and disease-oriented knowledge, motivation, and alignment with the programme and selected research area and group. Conducted in English, the interviews will specifically include: 1) a brief presentation on prior research experience in a clinical or laboratory setting; 2) a short discussion on an original scientific article; and 3) an interview to explore the candidate's scientific knowledge and future plans, using a set of predefined questions. Following the panel interviews, each committee member will individually score the interviewed candidates using the scoring system already detailed.



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Among the candidates who meet the quality threshold in the oral interviews during the first call, up to 10 will be invited to attend in-person interviews at IDIBAPS with up to 3 potential host co-supervisors they prioritized in their application.

The on-site interviews will allow the candidates and hosts to discuss the PhD project, expectations, and assess the compatibility between their research interests and competences. Candidates will have the chance to visit the laboratories, core facilities, familiarize themselves with the local training programme, understand employment conditions as foreign researchers, and engage with PhD representatives. After the visits, *the candidates will have 1 week to submit changes to the priority list of their host co-supervisors, if necessary.*

The final resolution will be published after the evaluation of the call and candidates will receive at the same time their **Evaluation Summary Report (ESR)**. The candidates passing the quality threshold but initially not offered a fellowship will be placed on a reserve list in case the selected candidates decline the offer. Selected candidates will receive an official offer to join the DYNAMIS Programme indicating their host co-supervisors and they will have a *1-week window to accept it*.

Within 7 days from the publication of the results of the eligibility checking, the remote evaluation and the final results of the call, candidates may submit a **request for redress** by sending an email at academic@recerca.clinic.cat if they feel that there has been a shortcoming in the way they have been evaluated. The redress procedure will be strictly confidential. The redress will be answered by the party responsible for the object referred in the reject within one month from the reception.

6. Online informational session

For more information on the eligibility criteria and the evaluation process, connect to our **online informational session on November 10th, 1:00PM (CET)**, at the following Zoom link:

<https://clinic.zoom.us/j/95849999691?pwd=PElf64KLzbqiNX1yBkPZ9OlmLboh3E.1>

C - CONDITIONS OF THE DYNAMIS FELLOWSHIP

1. Appointment conditions

- Each candidate will sign a 4-year full-time contract for research only (fixed-term) at IDIBAPS including 22 days of working holidays and 6 days off work for personnel matters per year.
- The fellows may take time off from the DYNAMIS program due to illness, pregnancy-related illness, and maternity/paternity leave, in line with statutory provisions. Extension of the contract are not ensured but can be determined on a case-by-case basis according to the availability of the European Commission or IDIBAPS own resources.
- The fellow will be granted full social security cover (national insurance contribution and Spanish corresponding rights).
- IDIBAPS covers the Spanish Social Security contributions, as well as the **annual gross salary** per fellow that could be: **€30,770.40 (including living and mobility allowances)**
- Optional **€7,920/year of family allowance** for eligible fellows with family obligations (marriage, a relationship with equivalent legal status to a marriage, or children) at the time of recruitment or acquired during the programme. The family obligations will need to be proved.
- The candidate will benefit from a yearly allowance of around €3,600 (depending on the activities planned) for attending scientific seminars/congresses, workshops and others as training and networking events (allowance managed by the DYNAMIS Programme manager



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and agreed with co-supervisors). These activities to be sponsored, organised by IDIBAPS or other external bodies, must be appropriate for the programme and contribute to the career development of the fellow.

- Specific information/support for the geographical mobility of the fellows or arrival to the institute.
- Any other request can be asked to academic@recerca.clinic.cat.

2. Training and career development opportunities

- Co-supervision from the two IDIBAPS researchers leading the research line in the daily activity to follow-up the progress.
- Mentoring from a senior researcher to provide advice about future prospects and career development opportunities, especially regarding the personnel career plan of the fellows.
- Training in science through different research seminar series, journal clubs or others.
- Training in non-research oriented transferable skills through the participation in the Stepping-stone IDIBAPS between others.
- DYNAMIS doctoral schools, specific trainings for DYNAMIS DCs organised in a yearly basis.
- Kick-off meeting and Thesis Advisory Committee (TAC) meetings will be face-to-face events organised by IDIBAPS to welcome the fellows and follow-up their research and career activity.
- Being an active member of the PhD community, initiating and participating in its activities.
- Benefit from activities of IDIBAPS PhD programme, such as yearly PhD day among others.
- Networking activities with other researchers. Engaging not just with the other DYNAMIS fellows but with the whole PhD cohort.

3. Responsibilities for the fellow

The fellows will comply with the requirements of IDIBAPS. Some of these specific responsibilities are:

- Fully comply with current legislation and regulations.
- Respect the fundamental ethical principles, scientific practise and national, international and institutional regulations concerning ethical issues in research.
- Design at initial stage with the supervisors support the specific project and the personnel career plan.
- Yearly registration to a doctoral programme at the university
- Participate in all the training and career development opportunities offered by the DYNAMIS programme.
- Undertake an international and/or intersectoral secondment at another institution for a minimum duration of one month.
- Report the IDIBAPS Programme manager the research and career activity, if required.
- Report any aspect that may affect the correct implementation of the programme at any of the phases.
- Acknowledge DYNAMIS programme in any scientific or communications authored by them.



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D - OTHER

1. Ethics

Ethics is one of the pillars of the DYNAMIS programme. The DYNAMIS Doctoral Candidates (DCs) will be trained to understand biomedical research involving animals, human samples and data including health, genetic, and other sensitive personal data gathered from patients or populations raise various ethical questions. This objective is pursued in the DYNAMIS application process by including an ethics self-assessment in the application form, in order to raise awareness amongst the candidates of the ethical issues they will encounter in their research. In the further steps of selection, the DYNAMIS DCs will be evaluated based on their ethical integrity in research by the Selection Committee.

The management of the applicants' personal data raises an ethical issue itself. To this aim, the candidates will submit their data to a secure online platform and data will be saved securely on IDIBAPS' server. Only the members of the Academic Coordination Team, the Management Committee and the selected external evaluators will have access to those data.

Finally, the whole recruitment process will follow the highest standards in terms of Open, Transparent and Merit-based Recruitment (OTM-R) policy, in agreement with the [revised version](#) of the [European Charter of Researchers](#), ensuring that the Doctoral Candidates (DCs) will be hired in absence of discrimination or bias.

2. Legal regime

All awardees will be subjected to the legal regime according to the law in force at the time of concluding the contract.

The Data Controller of your personal data is the FUNDACIÓ DE RECERCA CLÍNICA BARCELONA–INSTITUT D'INVESTIGACIONS BIOMÈDIQUES AUGUST PI I SUNYER, with Tax Identification Number (CIF) G59319681 (hereinafter, the “Entity”), located at Carrer Rosselló, 149-153, postal code 08036, Barcelona. The collection of your personal data is based on your explicit consent, which may be revoked at any time. The Entity will process and/or store your personal data solely for the purpose of managing the selection processes and employment contracts that may be carried out. This information will be used by the Entity’s administrative and HR services, each within their respective competencies, and may be partially or fully shared with official bodies that, for legal reasons, may require access to your personal data. The data provided will be retained for a period of one year from the date of receipt, or for the time necessary to comply with legal obligations. Your personal data will not be disclosed to third parties, nor will it be subject to international data transfers. You have the right to access your personal data, request the correction of inaccurate data, or, where appropriate, request its deletion. You may also limit its processing, object to it, and withdraw your consent. These rights may be exercised by contacting the email address protecciodades@reerca.clinic.cat, where you may also request the forms needed to exercise your rights. Likewise, you are informed of your right to file a complaint with the Catalan Data Protection Authority if you believe that any action by the Entity violates your rights.



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3. Fellowship award

IDIBAPS reserves the right of not giving all the positions or declaring the call void.

The call's results will be published on the website of the programme including their passport number or national identification numbers and their resulting scores. Later on, the names of the members of DYNAMIS fellows will be announced in news of the centre and reported to the European Commission. If the candidates justify any problem with the publication of their names, IDIBAPS will find an alternative option to do so.

Detection of fellows' noncompliance of the eligibility criteria or other requirements, regardless of when this occurs, will result in automatic cancellation of the application or the fellowship. Should the research fellow any obligation included among the terms and conditions of the fellowship, IDIBAPS reserves the right to act as it deems appropriate, including requesting the return of the amounts received.



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