



RESOLUTION of the Chancellor of Public University of Navarre approving the Call for applications for two predoctoral contracts funded by the European Commission, under the MSCA DN programme, for the completion of doctoral theses at Public University of Navarre within the framework of the European project Finality (No. 101168816)

This call for applications originates from the "FINALITY" project, funded by the European Commission under the Horizon Europe programme, as part of action: HORIZON-MSCA-2023-DN-01, Doctoral Network. Public University of Navarre is a member of the international consortium carrying out this action, under the grant agreement signed with the European Commission, reference "101168816 -FINALITY- HORIZON-MSCA-2023-DN-01". The principal investigator of this project is Professor Ms Paula Gordaliza Pastor, who will be responsible for monitoring the researchers recruited under this call.

The commitment of Public University of Navarre within the framework of this network involves selecting and recruiting two early-stage predoctoral researchers, who will be trained and supervised by Ms Paula Gordaliza Pastor and the researchers participating in the aforementioned action as designated by her.

Having regard to the report issued by the University's Legal Department.

Having regard to the credit reserve certification issued by the Accounting Section.

Having regard to the grant agreement signed with the European Commission for the implementation of action "101168816 -FINALITY- HORIZON-MSCA-2023-DN-01".

After favourable intervention and inspection.

In use of the functions conferred to me by article 40 of the Statutes of the Public University of Navarre

I HEREBY DECIDE:

One.- To authorise the expenses incurred by this call for a maximum amount of €266,973.68.

The incurred expenses shall be made effective from the budgetary items of Public University of Navarre's Expense Budget for tax years 2025, 2026, 2027 and 2028.

2025

30.31.14.335A -131.10 Researchers in training € 22,235.76



| | | |
|---|-------------|------------|
| 30.31.14.335A -160.00 Social Security | | €7,397.84 |
| <u>2026</u> | | |
| 30.31.14.335A -131.10 Researchers in training | €66,707.29 | |
| 30.31.14.335A -160.00 Social Security | | €22,246.88 |
| <u>2027</u> | | |
| 30.31.14.335A -131.10 Researchers in training | € 66,707.29 | |
| 30.31.14.335A -160.00 Social Security | | €22,300.25 |
| <u>2028</u> | | |
| 30.31.14.335A -131.10 Researchers in training | €44,471.52 | |
| 30.31.14.335A -160.00 Social Security | | €14,906.85 |

Second.– To approve the Call for two predoctoral contracts for the completion of doctoral theses at Public University of Navarre in the research field "Safe Learning for Large-Scale Interconnected Systems" (FINALITY), funded by the European Commission under the Horizon Europe programme, as action MSCA-DN, in accordance with the terms set out in the annex to this resolution.

Third.– To communicate this resolution to the Head of the Department of Statistics, Computer Science and Mathematics, the Budget and Economic Planning Section, the Accounting Section, the Research Service, the Human Resources Service, and the Internal Audit Office.

Fourth.– To order the publication of this resolution in the Official Gazette of Navarre and, along with the annexed call for applications translated into English on the university's electronic noticeboard, and to ensure its dissemination through summaries and links via international electronic platforms such as Euraxess Jobs (<https://euraxess.ec.europa.eu/jobs/search>).

Fifth.– In accordance with the provisions of Article 38.4 of Organic Law 2/2023, of 22 March, on the University System, this resolution exhausts the administrative procedure. An optional appeal for reconsideration may be lodged with the Chancellor, or alternatively, a contentious-administrative appeal may be filed directly before the Administrative Courts of Navarre, within two months from the day following its publication in the Official Gazette of Navarre.

Document digitally signed by

Ramón Gonzalo García

CHANCELLOR



Call for two predoctoral contracts funded by the European Project Finality (No. 101168816), funded by the European Commission, for the completion of doctoral theses at Public University of Navarre in the Field of Statistics and Operations Research

Annex to the Resolution

As part of Public University of Navarre (UPNA)'s policy to promote and support research, this initiative aims to train young researchers by fostering research at the predoctoral level.

This call for applications originates from the signing of the Grant Agreement between the European Commission and UPNA, as a member of the international consortium implementing the European project FINALITY (No. 101168816), within the framework of the call HORIZON-MSCA-2023-DN-01, for the funding of two predoctoral contracts in the field of Statistics and Operations Research. The main researcher of this project is Professor Ms Paula Gordaliza Pastor, who will be responsible for monitoring the researchers recruited under this call.

This action involves seven universities and institutions from five European countries, working in collaboration with other associated European entities from various industrial sectors. Its objective is to establish a predoctoral training network in computer science focused on the development of safe and efficient learning techniques for interconnected systems.

Within this network, 15 early-stage researchers will be recruited, trained, and supervised by senior researchers participating in the programme, both from the academic and industrial domains.

The contracts entered into between UPNA and the selected candidates, following the relevant application process, will be predoctoral contracts regulated by Article 21 of Spanish Law 14/2011, of 1 June, on Science, Technology and Innovation. In accordance with Article 21 of the aforementioned law, the duration of predoctoral contracts will not exceed four years.

In light of the above, UPNA hereby launches this call for applications for two predoctoral contracts.

1. Purpose of the call

The main objective of this competitive call is to provide scientific and technical research training to two university graduates at UPNA, with a view to obtaining a doctoral degree in the field of Statistics and Operations Research.

Two predoctoral contracts are offered for the development of two doctoral theses addressing theoretical and practical statistical problems, with the goal of researching and developing advanced artificial intelligence methods applied to safe machine learning for future large-scale interconnected systems. This is a unique opportunity to develop and test new AI techniques for complex interconnected systems, such as those expected in next-generation communication networks (6G and beyond) and in mobile and edge computing platforms. Specifically, both theses will address the following research issues:

Predocutorial Contract 1 Doctoral thesis: Fairness in federated learning through optimal transport. Federated learning (FL) seeks to build a global model by combining private data without directly sharing them. However, participant diversity and ethical principles can introduce bias, impacting the reliability of the global model. This thesis proposes incorporating fairness into FL using optimal transport theory, addressing weaknesses related to client diversity and bias in the global model.

Predocutorial Contract 2. Doctoral thesis: Fairness in flow allocation: an optimal transport approach This thesis will explore how to ensure fairness in flow allocation through optimal transport theory, integrating the alpha-fair approach and demand functions based on resource vectors proportional to a target vector. Wasserstein distance will be used to address fairness in resource allocation and to extend the analysis to problems such as algorithmic prediction and classification, considering fairness metrics.

The predoctoral contracts will have a duration of three years, with the possibility of being extended annually up to a maximum duration of four years. These contracts will be funded by the European Project MSCA-FINALITY (nº 101168816) of the European Commission, and are therefore in all cases subject to the continued availability of said funding and to compliance with the conditions established in this call.

2. Requirements for applicants

Applicants must meet the following requirements by the application deadline:

- Hold a degree such as



- **Master's degree** in Research in Mathematics, Applied Mathematics, Mathematical Engineering, Computer Engineering, Data Science and Computer Engineering, Artificial Intelligence, Machine Learning, or a similar discipline.
 - **Bachelor's degree** comprising at least 300 ECTS and accredited at Level 3 of the MECES (Spanish Qualifications Framework for Higher Education) in the areas mentioned above.
 - **Foreign degree** that provides a level of training equivalent to a Spanish Master's degree and qualifies the holder for admission to doctoral studies in the areas specified above in the country where it was obtained.
 - Any applicant who does not hold a qualification included in the categories above will be excluded from this call.
- Applicants may not participate in this call if they have received any other comparable contracts or grants aimed at the completion of a doctoral thesis during the twelve months prior to the closing date for applications under this call.
- Applicants must not have submitted their doctoral thesis for defence.
- Applicants must not hold a doctoral degree.
- **A minimum B2 level of English**, (or equivalent) is required, as established by the list of language certificates accepted by ACLES and CRUE (Conference of Chancellors of Spanish Universities): [Language Certificates List](#)¹. Native English speakers and candidates who have completed their studies in English may be exempt from this requirement.
- **Mobility rule:** Applicants must not have resided or carried out their main activity (e.g. work, studies) in the host organisation's country (Spain) for more than 12 months in the 3 years immediately prior to the recruitment date (i.e. the start of the contract), in accordance with the mobility rules of the MSCA fellowships programme of the European Commission under which this project is funded.

¹<https://www.crue.org/wp-content/uploads/2020/02/Certificados-para-la-acreditaci%C3%B3n-de-niveles-de-ingl%C3%A9s.pdf>



3. Legal framework

3.1. The predoctoral contracts will be governed by the terms set out in this call for applications and by the provisions of the Grant Agreement signed between the European Commission and the project FINALITY consortium partners, UPNA, which is responsible for funding these contracts.

They will also be subject to Article 21 of Spanish Law 14/2011, of 1 June, on Science, Technology and Innovation, the provisions of the Statute of Predoctoral Research Staff in Training, approved by Royal Decree 103/2019, of 1 March (Spanish Official Gazette No. 64, 15 March 2019), and, where applicable, the relevant provisions of the Spanish Workers' Statute.

3.2. The Evaluation Committee may propose a change in the thesis supervision initially indicated by the candidate in their application to the doctoral programme. This proposed change will be communicated together with the proposal for awarding the contract. Selected candidates will be assigned to the same Research Group as their supervisor and affiliated, where applicable, to the same Department and Research Institute.

3.3. The formalisation of these predoctoral contracts and the granting of the funding established in this call does not imply any future commitment by UPNA or any other institution or company involved in the research placements to incorporate the selected candidates into their staff.

3.4. If the coordinating university of the project fails to transfer the agreed funds within the specified timeframe, UPNA reserves the right to cancel the renewal of the signed contracts and may unilaterally terminate the predoctoral contracts awarded under this call.

3.5. The formalisation of these predoctoral contracts and receipt of the corresponding funding is incompatible with any other grants or scholarships funded by public or private sources, as well as with salaries or wages that imply a contractual or statutory relationship for the selected candidates, with the following exceptions (subject to prior authorisation by the Vice-Chancellor for Research):

- Payments for teaching or research tasks, provided that they are directly related to the research conducted by the predoctoral researcher, as well as authorised participation in R&D projects and contracts carried out in accordance with Organic Law 2/2023, of 22 March, on the University System.



- Supplementary grants aimed at promoting the training and mobility of research staff.
- Occasional remuneration for activities that, in the judgement of the Vice-Chancellor for Research at UPNA, do not interfere with the objectives of the awarded predoctoral contracts.

4. Submission of applications

Applications must be submitted exclusively by electronic means, through the Electronic Registry of the University, via the procedure available in the Service Catalogue titled “Predoctoral contracts linked to MSCA Projects”, accessible through the University’s On-line Office at the following link: [On-line Office UPNA call MSCA²](#)

The deadline for submitting applications will be 15 working days from the day following its publication on the Official Gazette of Navarre. The deadline for the submission of applications may not be extended.

As a general rule, the eligibility requirements must be met by the closing date for submission of applications.

5. Application forms and documents:

The documentation to be submitted is as follows:

- a) Standard application form (Annex 2), available at the following link: [On-line Office UPNA call MSCA²](#)
- b) Photocopy of the **Spanish ID Document**, Foreigner Identity Number, or passport.
- c) Photocopy of the **degree** certificate, or proof of application for it, with which the application is being made. Graduates from UPNA are not required to submit this document.
- d) Complete **academic transcript** (explicitly indicating the average grade) of the studies required for admission to the doctoral programme (Master's and Bachelor's degrees, as applicable), showing the grades obtained and the date

²https://sedeelectronica.unavarra.es/oficina/tramites/acceso.do?id=9013&blockType=AREAS_SEDE&entity=1096

they were awarded. Graduates from UPNA are not required to submit this document.

If the applicant has studied abroad, they must also submit an equivalency of grades issued by the Ministry of Science, Innovation, and Universities, which can be requested at: [Request grade equivalency for foreign degrees](#)³

If the documents supporting the merits are issued in languages other than Spanish and English they must be accompanied by the corresponding translation into one of these languages.

- e) Photocopy of a **B2 level of English certificate** is required, as established by the list of language certificates accepted by ACLES and CRUE (Conference of Chancellors of Spanish Universities): [Language Certificates List](#)⁴.
- f) **Form summary of the list of merits** (Annex 3), available on: [On-line Office UPNA call MSCA](#)⁵
- g) **Documentation supporting the claimed merits.** Only merits documented with supporting evidence will be considered. Documents issued by individuals, bodies, or institutions without the authority to certify according to their own regulatory standards will not be considered.

If the merit documentation is issued in languages other than Spanish or English, it must be accompanied by a simple translation into one of these languages. The Research Committee may require a sworn translation if deemed necessary.

- h) **Two letters of recommendation** in English or Spanish, properly dated and signed.

³https://universidades.sede.gob.es/pagina/index/directorio/Equivalencia_notas_medias

⁴<https://www.crue.org/wp-content/uploads/2020/02/Certificados-para-la-acreditaci%C3%B3n-de-niveles-de-ingl%C3%A9s.pdf>

⁵https://sedeelectronica.unavarra.es/oficina/tramites/acceso.do?id=9013&blockType=AREAS_SEDE&entity=1096



- i) **Cover letter** in English, properly dated and signed, demonstrating interest in obtaining this predoctoral contract and describing the candidate's merits for the position.

Applications using formats other than the two standard forms described in items a) and f) will not be accepted.

If the documentation requested in the terms of this call is already held by UPNA, applicants are not required to submit it again, but they must indicate this in writing, identifying the document, its submission date, and the administrative unit to which it was submitted.

Only documentation submitted within the prescribed format and deadline will be considered for the evaluation of eligible applications.

The Evaluation Commission may request further clarifying information, should it be deemed necessary, in order to prepare the selection proposal.

6. Selection of candidates

The evaluation of applications and the proposal for awarding the contracts will be carried out by an Evaluation Commission, consisting of three members:

- Mr Guzmán Santafé Rodrigo, Associate Professor in the Department of Statistics, Computer Science and Mathematics, or his delegate, who will act as chair.
- Ms Paula Gordaliza Pastor, Assistant Professor in the Department of Statistics, Mathematics and Computer Science, or her delegate, who will act as secretary of the Evaluation Commission.
- Mr Carlos Echeгойen Arruti, Assistant Professor in the Department of Statistics, Mathematics and Computer Science, or his delegate, who will act as a member of the Evaluation Commission.

The Evaluation Committee will be formed at the request of its chair, who will call the members for this purpose. Additionally, the Research Service of UPNA will undertake any necessary actions to support the Evaluation Commission's work.

7. Processing and resolution of Applications

7.1. Once the application submission deadline has passed, the Vice-Chancellor for Research will approve the provisional list of accepted and excluded applications, based on non-compliance with any of the established requirements or failure to submit the required documentation within the stipulated time and format.

This resolution will be published within one month of the application deadline on UPNA's Electronic Notice Board ([link](#)⁶) and will grant interested parties a 10-day period, starting from the day following the publication date, to submit complaints to the Research Service regarding their exclusion and to correct any deficiencies or complete the missing documentation. Failure to address or provide the required documentation within this timeframe will result in the exclusion of the application from the call.

7.2. The Selection Committee will resolve the submitted claims and forward the final list of accepted and excluded applications to the Vice-Chancellor for Research.

By Resolution of the Vice-Chancellor for Research - which will be published on UPNA's Electronic Notice Board -, the final list of accepted and excluded applicants will be approved. Against it the interested parties may lodge an appeal for reconsideration before the Chancellor within one month, or administrative appeal before the Administrative Court of Navarre within two months, both following the day of publication on the University Electronic Notice Board.

7.3. Subsequently, the Evaluation Committee will assess the accepted applications in accordance with the criteria set out in Annex 1, approve the provisional scores of each candidate, and issue the provisional award proposal for each contract. This agreement of the Evaluation Committee, including the provisional awards, will be published on UPNA's Electronic Notice Board, and appeals may be submitted to the Chair of the Committee within 10 working days from the day following the publication date.

7.4. Once the appeals have been reviewed, the Evaluation Committee will submit to the Vice-Chancellor for Research the final award proposal, along with the waiting list of candidates ranked by score, for approval by official resolution. The resolution of the Vice-Chancellor for Research, including the final award decision and the ranking order of the waiting list, will be published on UPNA's Electronic Notice Board.

⁶ https://sedeelectronica.unavarra.es/oficina/tramites/acceso.do?id=9013&blockType=AREAS_SEDE&entity=1096

Against this final resolution, it is possible to file either a reconsideration appeal with the Chancellor, within one month from the day following its publication, or an administrative appeal before the Administrative Courts of Navarre, within two months from the day following its publication.

8. Purpose and conditions of the pre-doctoral contracts

8.1. The purpose of the predoctoral contracts is to carry out research activities in the fields of Statistics, Computer Science, and Artificial Intelligence, specifically involving the preparation of two Doctoral theses, as detailed in section 1 of this call.

8.2. Each predoctoral contract will be formalised in writing between the selected candidate, as employee, and UPNA, as employer.

The contract must be accompanied by proof of admission to the Doctoral Programme in Mathematics and Statistics at UPNA, issued by the responsible academic unit or, where applicable, by the Doctoral or Graduate School.

Applicants who have already submitted or defended their thesis will not be eligible to sign the contract. This will result in either exclusion from the call or rejection of the contract offer.

The contract will be full-time, with an initial duration of three years, extendable annually, subject to a favourable report from the Academic Committee of the doctoral programme or, if applicable, from the Doctoral School, for as long as the candidate remains enrolled in the programme. The maximum duration of the contract, including all extensions, will be four years.

A positive evaluation by the Thesis Supervisor of the candidate's annual progress report will also be required, along with confirmation of budget availability.

8.3. The predoctoral contract will be terminated under the following circumstances:

- Completion of the maximum contract duration, including all extensions.
- Withdrawal or lack of enrolment in the Doctoral Programme in Mathematics and Statistics.
- Receipt of a negative evaluation of the candidate's predoctoral activity in the report issued by the Academic Committee of the doctoral programme. In the case of an unfavourable evaluation, the contract may be terminated.

8.4. The gross annual salary corresponding to each of the predoctoral contracts amounts to €33,333.63. The employer's social security contribution, payable by the university as employer for each of these contracts, amounts to €11,116.77 per year.

The total of these amounts corresponds to the figure established in the MSCA-2023-DN-01 call for Spain, which includes the concepts of "Living allowance" and "Mobility allowance", and amounts to € 44,450.40.

Furthermore, in cases where the requirements established in the above-mentioned call for receiving the "Family allowance" are met, the gross annual salary will be increased by €4,454.44, and the university will pay an additional €1,485.56 annually in employer's social security contributions.

Deductions for the employee's mandatory social security contributions and income tax (IRPF) will be applied to these amounts as per current legislation.

The annual amount will be paid in 12 monthly instalments.

9. Obligations of the Selected Candidates

9.1. The formalisation of the predoctoral contract implies acceptance by the selected candidates of the terms and conditions outlined in this call, those established by the European Commission in the relevant grant agreement, and those set by UPNA for the scientific monitoring of the research activity and, where applicable, the complementary funding.

9.2. The selected candidates must:

- Take up their position at UPNA on the date specified in the award resolution and in the contract. Failure to do so will be considered a renunciation. Likewise, failure to sign the contract within five working days of receiving notification from Human Resources will also be considered a renunciation.
- Carry out their research diligently within the assigned Research Group and in any other entities that may be defined, in the case of research stays in other institutions or companies.
- Not disclose any scientific or technical information accessed during the contract period without prior authorisation from their Thesis Supervisor. Maintain strict confidentiality regarding all sensitive information accessed during their research at UPNA or at any other institution or company hosting their research



stays. They must not disclose, share, or publish this information, in whole or in part, to third parties.

- Obtain prior, express, and written consent from their Thesis Supervisor (subject to approval by the Vice-Chancellor for Research) before making any public communication, publication, or dissemination of research results. The decision to grant or deny permission will follow the provisions of the FINALITY project grant agreement in which the contracts are framed.
- Submit all requested activity reports to their Thesis Supervisor and the Research Office of UPNA, with the necessary approval from the Thesis Supervisor, while respecting confidentiality clauses.
- Have a positive evaluation in the most recent mandatory annual review by the Academic Commission of the Doctoral Programme in Mathematics and Statistics of UPNA in order to renew the contract. If not subject to annual review, they must submit a report of work completed, together with evaluations from their Thesis Supervisor.
- Acknowledge the financial support received from the European Commission and refer to the relevant project in all publications and research outputs generated during the contract period.
- Submit a final annual report of their research activity and a certificate of employment history to their Thesis Supervisor once the contract ends.
- Defend and pass their Doctoral thesis within four years from the start date of the predoctoral contract. The Vice-Chancellor for Research may grant an extension upon reasoned request by the candidate, with the approval of the Thesis Supervisor and a favourable report from the Academic Commission.
- Notify their Thesis Supervisor and UPNA's Research Office of any research result generated under this contract that may be eligible for intellectual property or industrial protection, or that may have commercial or industrial applications.
- Assign and transfer UPNA all intellectual and industrial property rights over any results generated during the contract, so that the university may fulfil its obligations as set out in the Consortium Agreement of the FINALITY project.

9.3. Failure to comply with the above obligations will result in the termination of the predoctoral contract, and may require the repayment of any amounts unduly received.

9.4. To renounce the awarded funding, the candidate must submit a reasoned written request signed by their Thesis Supervisor to the Vice-Chancellor for Research. The renunciation request must be submitted at least 7 working days prior to the intended date of termination.

Possible renunciations may be replaced, strictly following the rules of the MSCA-2023-DN-01 programme, and subject to prior approval from the Project Officer and the Project Coordinating Entity. If a replacement is approved, it must follow the order of the waiting list established in the final award resolution and must have the consent of the Thesis Supervisor, provided that, in their view, the continuation of the research project is guaranteed for the remaining time of the contract.

9.5. The research activities carried out under these predoctoral contracts will take place at UPNA, and, if specified, at other institutions or companies during research stays. During these stays, the selected candidates must comply with the rules and regulations of the host institution and with any specific conditions that may apply.

10. Social benefits

The selected candidates will enjoy the labour and social benefits associated with the predoctoral contract they sign.

11. Collaboration in teaching activities

Selected candidates may request authorisation to collaborate in teaching activities within a university department for training purposes, subject to the approval of both their Thesis Supervisor and the Head of the Department involved. This collaboration may involve a maximum of 60 hours per year, and a total of 180 hours throughout the entire duration of the contract, including any possible extensions.

Authorisation must be requested following the procedure approved by the Governing Council on 30 May 2018, by submitting the standardised form to the relevant Administrative Support Unit, as outlined in said procedure.

12. Suspension of the contract

Contracted individuals will be entitled to receive benefits under the protective action system of Social Security, under the terms provided therein and in accordance with the provisions of Royal Legislative Decree 1/1994, of 20 June, approving the revised text of the General Social Security Act, for the duration of the circumstances causing such

benefits. Regarding leave entitlements, the provisions of the Statute of Workers' Rights and other applicable legislation will apply.

Situations involving temporary incapacity, risk during pregnancy, maternity, adoption or fostering, risk during breastfeeding, and paternity shall suspend the duration of the contract, in accordance with Law 14/2011, of 1 June, on Science, Technology, and Innovation.

13. Intellectual and industrial property

UPNA will exclusively hold all industrial and intellectual property rights over the research results generated within the framework of this contract.

Selected candidates shall assign and transfer to UPNA all industrial and intellectual property rights over such results, in order for the university to comply with the intellectual property commitments undertaken in the Consortium Agreement of the FINALITY project.

However, UPNA will, where appropriate, recognise the candidate's right to participate in any profits obtained from the exploitation or assignment of these results, under the terms and conditions set forth in Article 70 of the Statutes of UPNA.

In all cases, the moral rights of the selected candidates will be respected, particularly regarding recognition of their status as author and/or inventor, in accordance with applicable legislation.

14. Data protection

The personal data provided by participants in this call will be processed in accordance with EU Regulation 2016/679 (GDPR) and Organic Law 3/2018 on the Protection of Personal Data and the Guarantee of Digital Rights (LOPDGDD).

The purpose of such processing is the administrative management of research activities, and its legal basis is the public interest mission, as stated in Article 6.1(e) of the GDPR. This involves the training of young researchers through the recruitment of research staff in training. The Data Controller is Public University of Navarre (UPNA). Interested parties may exercise their rights of access, rectification, erasure, and others as provided in Articles 12–18 of the LOPDGDD, by contacting delegado.protecciondatos@unavarra.es.

The university will process identification and contact data, signature, list of merits, degree and academic qualification data, CV, and research activity. Additionally, information about awarded contracts and beneficiaries may be published on the

university's website. Banking data may also be processed in the event of payments to beneficiaries.

15. Publication

This resolution and the rules outlined in the annex will be published in the Official Gazette of Navarre. Both the resolution and its annex will also be published in Spanish and English on the Electronic Notice Board ([link](#)⁷) of the university's on-line office. Notices and links to this publication will also be disseminated through international electronic platforms, including [Euraxess Jobs](#)⁸ and others deemed appropriate.

All other acts issued in application of this call shall be published on the Electronic Notice Board of UPNA.

16. Appeals

A discretionary appeal for reconsideration against this resolution and its terms can be lodged to the Chancellor, within a period of one month, or contentious-administrative appeal before the court of the same order of Navarre, within two months, both periods counting from the day following its publication in the Official Gazette of Navarre.

⁷ https://sedeelectronica.unavarra.es/oficina/tramites/acceso.do?id=9013&blockType=AREAS_SEDE&entity=1096

⁸ <https://euraxess.ec.europa.eu/jobs/search>

ANNEX I - EVALUATION CRITERIA FOR THE PREDOCTORAL CONTRACT

| CATEGORY | MAXIMUM SCORE |
|--|---------------|
| Academic record | 25 points |
| English (C1 level or higher) | 5 points |
| Experience related to the profile | 15 points |
| Mobility | 5 points |
| Courses, publications and participations in congresses | 15 points |
| Awards, grants and distinctions | 5 points |
| Personal interview | 30 points |

1. Academic record: maximum 25 points

The average grade of the academic transcript for the degree granting access to the Doctoral program will be assessed. The average mark of the academic record will be calculated using a 0 to 10 scale, in agreement with the provisions established on article 5 of Royal Decree 1125/2003, of 5 September, establishing the European credit system and the mark system in official university degrees valid throughout Spain.

$$\frac{\sum(\text{n}^{\circ} \text{ de créditos de la asignatura} \times \text{nota})}{\text{n}^{\circ} \text{ total de créditos de la titulación}}$$

Royal Decree 1044/2003, of 1 August, establishing the procedure for universities to issue the complement to the diploma, will also be applicable.

Recognised subjects or credits will be marked pass, adapted subjects or credits will be marked their mark of origin, and recognition of non-marked credits will not count when calculating the average mark.



If the record only includes qualitative marks the following equivalence will be applied:

| | |
|-------------------------------|------|
| - Very High Pass with Honours | 10 |
| - Very High Pass | 9.25 |
| - High Pass | 7.75 |
| - Pass | 5.75 |

Once the average grade has been calculated, all academic records will be normalized, awarding a score of **20 points** to the best record(s), with the rest being scaled proportionally using the same normalization factor.

In the application form, the candidate must indicate the degree on the basis of which they are applying for this contract, and which will be used to calculate the average academic grade.

In addition, special consideration will be given to grades obtained in subjects directly related to the research project. Specifically, Mathematics, Statistics, Computer Science, Machine Learning, and similar areas. 1 point will be awarded for each Very High Pass with Honours, and 0.5 points for each Very High Pass, up to a maximum of **5 points**, obtained in these subjects.

2. English language certificate (C1 level or higher), 5 points

Candidates holding a certificate accrediting a C1 level of English or higher will be awarded 5 points, according to the list of certificates recognized by ACLES and CRUE (Association of Chancellors of Spanish Universities), [List language certificates](#)⁹

3. Experience related to the profile up to a maximum of 15 points

Specific experience in technical and research work related to the areas specified in the contract profile will be evaluated, as accredited through

- employment contracts, internships, grants, or scholarships in companies, research centres, or universities. Candidates will be awarded **1 point** for each full month of work or grant.

⁹<https://www.crue.org/wp-content/uploads/2020/02/Certificados-para-la-acreditaci%C3%B3n-de-niveles-de-ingl%C3%A9s.pdf>



- Proven experience in conducting research related to the area of the contract (e.g., Master's or Bachelor's thesis, curricular research internships): **0.2 points** will be awarded **per ECTS**.

4. Mobility, up to a maximum of 5 points

Stays at universities or research centres different from the candidate's home institution will be taken into account, including those carried out within the Erasmus+ Programme.

Each month of stay will be awarded 0.5 points.

5. Courses, publications, and participation in conferences – up to a maximum of 15 points

Publications in high-impact journals and participation in prestigious conferences related to the subject area of this contract will be assessed. Proof of acceptance or publication is required. Attendance at conferences without active participation will not be scored.

Participation in **courses** and seminars focused on mathematical tools, numerical and simulation techniques, and programming languages (particularly Python and R) will also be assessed. **0.2 points per 10 hours or 1 ECTS will be awarded.**

Other relevant courses related to the scientific activity or the contract's subject area may also be considered, up to a maximum of 100 hours. **0.1 points per 10 hours or 1 ECTS will be awarded.**

6. Personal Interview – up to a maximum of 30 points

The personal interview will focus on the content of the contract and will be conducted by the Evaluation Commission. Each member of the committee will assign a score from 0 to 10 points, reflecting the candidate's suitability for the profile required. The final score for this section will be the arithmetic average of the scores given by the three members of the Commission. The interview will only be conducted with the top **ten candidates** based on the total score from the other evaluation sections, provided they have achieved a **minimum of 30 points**.

Each merit will be scored only once and cannot be used for multiple categories.



ANNEX 2 - Application form

Available in [On-line Office UPNA call MSCA](#)¹⁰

ANNEX 3 - Merits form

Available in [On-line Office UPNA call MSCA 10](#)

¹⁰ https://sedeelectronica.unavarra.es/oficina/tramites/acceso.do?id=9013&blockType=AREAS_SEDE&entity=1096