

Appendix II: Description of the selection process

The established selection process is as follows:

1. The evaluation committee will assess the merits of each of the admitted applicants.

The merits related to the speciality in question will be given a score up to a maximum of 60 points if they are included in sections a, b, c and d of the scale and up to a maximum of 40 points if they are not included in section d, based on the scale that follows. A merit will be evaluated only if it is considered suited to the profile of the placement detailed in Appendix I and according to the profile of each placement in each case.

- a) Participation in R+D+I (Research, Development and Innovation) projects or contracts with businesses. The scientific management or coordination of research groups/projects or of unique equipment/facilities. Any scientific or technological contributions made, assessing the quality and repercussions of any original research works published or any PCT licensed or internationalised patents. The writing and publication of books or chapters of books which are the result of scientific work. The writing of articles published in scientific journals (maximum 20 points).
- b) Papers, speeches or panels accepted in national or international scientific conferences or meetings. The creation of scientific reports that are the result of research or that have innovative content. The management of doctoral or masters' theses or dissertations. The tutorship of interns in the Research Staff Training Program or in other similar training programs. The direction of postgraduate courses or specialisation courses. The development of activities which give rise to the attainment of patents. Experience in national or foreign research or innovation centres (maximum 12 points).
- c) Participation in scientific consultancy works and reports. Participation in the implementation of quality systems in organisations. Participation in the R+D+I departments of national or foreign businesses. The study and development of new processes, systems or methods. The design, construction and experimentation of prototypes and pilot plants. Participation in scientific management activities. Any other merit which is declared by the aspirant and related to the speciality in the tender. (Maximum 8 points):

- d) Specific merits included in Appendix I and referring to each particular placement, if they are not included in the points above (maximum 20 points).

Only merits which are duly accredited on the application presentation deadline can be assessed.

The qualification of the aspirants as regards the merits contained in the various sections of the scale of the first part of the tender will be achieved via the joint deliberation of the evaluation committee members. Each of said members can award each aspirant a qualification of zero up to the maximum score indicated in each section. Said qualifications should be justified individually by the committee members via the formulation of a written review vis-à-vis the evaluation of each of the aforementioned merits. Said written justifications will be attached to the corresponding minutes.

The corresponding points awarded in each section will be the average of the points assigned by each of the Committee members, excluding the highest and lowest scores. In no circumstances can more than one maximum and more than one minimum be excluded.

2. The objective of the assessment of the Report presented in the documentation is to check that the merits, skills and abilities of the aspirant are suited to the characteristics and duties of the placement for which they are applying. The following scale will be used with the objective of evaluating the candidate's knowledge of the speciality, the scientific innovations and advances they have experienced, their vision of the evolution of the field in the future and the possible lines of research:
 - a) Their knowledge and vision of the evolution of the scientific or technological speciality (maximum 8 points).
 - b) The aspirant's contribution to the advance of knowledge. The level of innovation, originality and feasibility of the lines of research/innovations to be developed (maximum 12 points).

The subject of the Evaluation Committee's Assessment Report may require an additional interview, either in person or remotely, with all the candidates applying for a certain placement.

The qualification of the aspirants as regards the merits

contained in the previous sections will be achieved via the joint deliberation of the evaluation committee members. Each of said members can award each aspirant a qualification of zero up to the maximum score indicated in each section. The corresponding points awarded in each section will be the average of the points assigned by each of the Committee members, excluding the highest and lowest scores. In no circumstances can more than one maximum and more than one minimum be excluded.

3. The final score of each aspirant will be determined by the sum of the points assigned in each of the sections of this Appendix.
4. To be the candidate proposed for the attainment of the contract for each placement, at least 50% of the maximum score will be required for Access to the Spanish System for Science Research Staff and at least 70% of the maximum score will be required for Distinguished Researchers.
5. Other stipulations: the Evaluation Committee will be able to incorporate the opinions of specialists into their work and said consultants will have a voice but no vote.