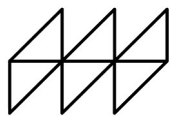




RESEARCH CAREER PLAN CENTRE D'ESTUDIS DEMOGRÀFICS

21 February 2025





1. Presentation: Objectives and Constraining Factors

The Centre for Demographic Studies (CED) is a CERCA system center and, as such, is subject to an external evaluation that does not include individual assessment of research staff. According to the CERCA institution, decisions and methods for evaluating individual staff are the responsibility of each center. For this reason, the 2007–2012 Program Contract signed between the CED and the Generalitat de Catalunya established periodic and individual evaluation of research personnel as an objective.

The CED's adherence to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in July 2014, and the subsequent receipt of the "HR Excellence in Research" distinction in February 2016, led to the expansion and revision of the Center's Quality System protocols, including the establishment of a research career framework in line with the legal and economic capabilities of the institution.

Accordingly, this Plan develops the Human Resources Management Protocol (P1) of the CED Quality System regarding the research career by describing the criteria, requirements, and management process for professional development. The initially drafted procedure has been periodically updated. On 18 June 2023, the Governing Council approved new horizontal promotion regulations for research staff, which until then had only been reflected in activity-related salary supplements within a salary range for each level. The new regulation includes a sexennial evaluation for permanent staff with consolidable supplements, as well as the possibility of research incentives through non-consolidable bonuses for obtaining funding. The regulation of this Plan was developed and approved at the 27 November 2024 meeting (see Annex 3), which prompted this current update of the Plan.

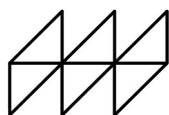
Research takes place in a highly competitive environment, with complex human and material resource structures requiring highly specialized and interdisciplinary training with high levels of excellence and creativity. It is a highly professionalized activity that demands strong personal motivation and teamwork skills. Promoting excellence also requires recognition at the salary level. Developing an appropriate promotion and retention plan for research staff, in line with each institution's capabilities, is a key element for the good governance of research centers. With this objective, the present Research Career Plan establishes the basis for access, retention, and promotion of permanent or structural positions at the CED and describes the types of temporary contracts for research staff.

In preparing this Plan, the CED has adopted the principles of the *European Charter for Researchers* (see Annex 1). Specifically:

- Principles 1 and 4 of Pillar 2, which establish a promotion evaluation system that must be communicated at the time of hiring.
- Principle 2 of Pillar 2, particularly in cases of postdoctoral recruitment.
- Principle 2 of Pillars 3 and 4, by promoting stability for research and support staff while designing their professional development strategy.
- Principles 3 and 4 of Pillar 4, guiding research staff regarding employment and career growth opportunities, both within and outside the institution.

The regulation of the research career applies to structural or permanent staff, according to the list of positions approved annually by the CED Governing Council, which are occupied by personnel with indefinite structural contracts or, occasionally, in an interim capacity. The Plan excludes from the sexennial system positions linked to external grants, whose salary conditions and employment continuity are defined by the respective grant calls¹. The CED encourages participation in the external grant system for hiring, within the framework of calls from the European Commission, the Spanish State, or the Generalitat de Catalunya.

¹ Specifically, we refer particularly to those from the Catalan programs (Researcher Training, Beatriu de Pinós), Spanish programs (Research Personnel Training, University Staff Training, Juan de la Cierva, Ramon y Cajal), and European programs (Marie Curie), among others.



The conditions for access, retention, and promotion of research staff at the CED are influenced by three main factors:

- First, the characteristics of the researchers regarding their academic trajectory and research merits, which include publications, basic or applied research projects, and other activities.
- Second, the budgetary availability and the number of vacant positions at the institution. Hiring policy is subject to the CED's medium- and long-term funding and budgetary possibilities². The Research Career Plan necessarily considers the small size of the CED compared to other centers within the Catalan research system, universities, or other international organizations. As a public institution, the CED is bound by the directives of the Generalitat de Catalunya and, consequently, may be affected by general restrictions that prohibit hiring or salary increases, regardless of the institution's financial results or the productivity of its research staff³. These external circumstances may occasionally limit the ability to implement the incentives of the research career (see Annex 3).
- Third, the CED is subject to the prevailing legal framework: the Law on Science, Technology, and Innovation, as well as the Workers' Statute, define the legal context for all hiring. The future approval of a collective agreement for research staff in Catalonia would require the CED, if applicable, to revise this Research Career Plan.

2. Types of Hired Research Staff

The Centre d'Estudis Demogràfics (CED) is composed of doctoral research staff, research staff in training, and research support personnel (technical, administrative, and management staff). These personnel is structured into different levels and salary categories according to their education, skills, and responsibilities.

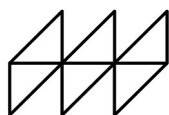
Table 1 shows the research categories of the research staff. Assignment to each level is made at the time of hiring and can later be upgraded within the scale based on acquired experience, particularly taking research activity into account.

Table 1 Salary Levels and Categories of Research Staff

Typology	Category	Level
Non-structural contracts (temporary or permanent scientific- technical contracts)	First stage researcher (R1)	Group 1 Ro
		Group 1 R1
	Recognised researcher - postdoc (R2)	Group 2
Structural contracts (permanent or stabilization and temporary/interim contracts)	Established researcher – PI of research line / project (R3)	Group 3
	Leading researcher – distinguished researcher (R4)	Group 4

² Depending on the year, the CED's core budget does not exceed 75% of its personnel costs and is usually insufficient to cover the costs of the institution's structural positions.

³ Within the Catalan research system, the creation of permanent or structural positions is legally restricted, so structural positions are often filled by staff with scientific-technical contracts on an interim basis. This situation of interim appointments should not be extended for periods longer than five years; the alternative is hiring for equivalent periods within the framework of projects that ensure their funding.



The different categories of research staff are classified according to the European nomenclature (R1, R2, R3, R4), which is linked to specific skills and responsibilities defined at the European level (Annex 2).

3. Research Staff Categories

Access to non-structural positions is linked to obtaining recruitment grants offered by public and private organizations through open competitive calls, typically for a period of two to five years. Scientific-technical contracts are tied to projects with dedicated funding.

To access existing structural positions, which are limited to levels R3 and R4, candidates must meet the profile requirements specified for each level (Annex 2) and be able to demonstrate quality research, dissemination and/or knowledge transfer, and training activities.

3.1. First stage researcher (R1-R0)

Description: A person at the initial stage of their research career (less than 5 years since completing a master's degree) who has not yet obtained a doctoral degree. They conduct their research under the supervision of a tutor or one or more supervisors and hold the status of research trainee (student, fellow, and/or CED-employed researcher). They may occasionally engage in teaching activities as a trainee instructor, limited only by incompatibility regulations. This category cannot be permanent and provides individuals who obtain a PhD with the necessary guidance to apply for postdoctoral contracts, preferably international, which can lead to subsequent reintegration grants for research staff.

Table 2. Types of Contracts: R1 – R0

Competitive Open Recruitment Grants (R1 Level)	FI (Research Training Grants) of the Generalitat de Catalunya	These are contracts of 3 to 4 years and are governed by the regulations of each specific call.
	FPI (Research Training Grants) of the Spanish Ministry of Science and Innovation	
	FPU (University Teaching Staff Training Grants) of the Spanish Ministry of Science and Innovation	
	Demos Grants within the framework of CED research projects or structural lines	
	Other grants for researchers in training from national or international organizations	
Project-Support Contracts or Agreements with Restricted Competition (R0 Level)	Collaboration agreements and contracts (between 6 and 12 months)	These are contracts of a maximum of six months or agreements of up to one year.

3.2. Recognised / postdoctoral researcher (R2)

Description: A person who has recently obtained a doctoral degree (less than 4 years) and is in a period of initiating their research career. They belong to a research team within a program or research line of which they are not the principal investigator. They may occasionally carry out teaching activities, limited only by incompatibility regulations, and may supervise students. This category cannot be permanent and provides the contracted individuals with the necessary guidance to be eligible for research personnel hiring grants at both national and international levels.

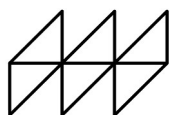


Table 3. Types of Contracts: R2

Grants for hiring through open competitive calls (R2)	Juan de la Cierva Grants	These are contracts lasting between 2 and 5 years and are governed by the regulations of each call.
	Ramón y Cajal Grants (three first years)	
	Beatriu de Pinós Grants	
	Other grants for postdoctoral staff from other national or international organizations	
Contracts through own open competitive calls (R2)	Contracts linked to competitive projects and research commissions	These are contracts within the framework of projects with funding for collaborating or support staff for periods longer than one year.
Contracts through own restricted competitive calls (R2)	Contracts linked to competitive projects and research assignments	These are contracts within the framework of projects with funding for collaborating or support staff for periods shorter than six months.

3.3. Established researcher (R3)

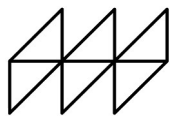
Description: A person who carries out research tasks with specific contributions in terms of publishing the results of their research and other types of scientific output. They have the capacity to supervise doctoral candidates and to incorporate postdoctoral researchers into their research projects.

They manage their own research grants as a principal investigator. This category may become permanent. They may also engage in teaching activities, limited only by the applicable regulations on incompatibility.

In this category, the possibility of stabilization begins, provided that the required level of activity is met and the researcher holds the R3 certificate, through an open-ended contract. However, this is subject to budget availability and the approval of a position by the CED's Governing Council. Otherwise, the position may be held on an interim basis or within the framework of a funded project.

Table 4. Types of Contracts: R3

Grants for recruitment through open competitive calls (R3)	Ramón y Cajal Grants (two last years)	These are contracts lasting between 2 and 5 years and are governed by the regulations of each specific call.
	Marie S. Curie Grants	
	Other grants for research staff from other national or international organizations	
	R3 Grants	
Contracts through own open competitive calls (R3)	Contracts resulting from obtaining a competitive project with own funding as the project's Principal Investigator (PI)	These are contracts lasting between 2 and 5 years and are governed by the regulations of the specific call and the project's budget.
Stabilization or structural contracts through open competitive calls (R3)	Structural positions included in the CED's Official List of Positions (RLT), with R3 certification	These are permanent structural or interim contracts pending the announcement of the position approved by the CED Governing Council in the RLT.



3.4. Leading researcher / Distinguehd researcher (R4)

Description: Person who leads a consolidated research area or group, publishes in high-impact journals, and has an international reputation based on excellence in research within their field, strategic vision, and the transfer of results from the projects they direct. They organize working sessions and conferences, and their teaching activities are only limited by regulations on incompatibilities..

Table 5. Types of Contracts: R4

Stabilization or interim contracts (R4)	Structural positions included in the CED's job roster (RLT), with R3 certification, awarded a competitive project with their own funding and for a research team.	They are permanent structural contracts or interim contracts pending the announcement of the position approved by the CED Governing Council in the RLT.
Permanent contracts (R4)	Distinguished researcher, ICREA researcher, or leader of a consolidated research group or research area.	They are permanent structural contracts.

4. Access to Permanent Research Staff Positions

The CED has a limited capacity to provide permanent positions with indefinite contracts for R3 and R4 level research staff.

R1 and R2 categories correspond to researchers in training or postdoctoral researchers, who are encouraged and supported in seeking grants that enable their internationalization, as well as enriching their academic and professional trajectory outside the CED. Mobility is considered a merit and is positively evaluated in all competitive calls.

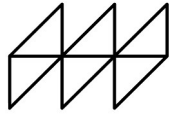
Access to permanent positions in R3 and R4 categories is determined by structural possibilities, specifically the availability of positions approved by the CED Governing Council and mid- to long-term budgetary availability. The two paths for consolidation are those defined by the R3 program or the opening of competitive and internationally accessible positions in accordance with the CED OTM-R regulations.

Exceptionally, research staff occupying an interim position may access a permanent post at the proposal of the CED management, provided they have a minimum of 5 years of high-quality research experience after completing their PhD and a recognized leadership ability. In any case, this decision must be endorsed by a positive evaluation from a committee composed of internal and external members of recognized prestige.

5. Research Career and Promotion

The research career and horizontal promotion of research staff are described in document P01.022 (which also specifies the career path for support staff). Annex 3 reproduces the section referring specifically to research personnel.

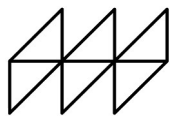
Each professional category has pay levels consisting of the base salary and, where applicable, a "distance allowance" for positions located outside an urban center (this does not apply to university-enrolled personnel, as that is their natural work location), plus activity supplements if the base salary does not reach the minimum established in the hiring grant that funds the position,



or project supplements if the linked project allows it and the responsible PI determines so, or the so-called research increments, which are linked to evaluations over six-year periods.

For advancement from one professional category to another, in addition to the internationally established characteristics for each category and general criteria (Annex 2), the CED will also consider commitment to research management and knowledge transfer, i.e., dedication to leadership or coordination of activities central to the Centre.

Finally, it should be noted that in the evaluation of research staff, specific indicators will be used for those whose main activity involves serving the demands of external clients, whether public administrations or other public or private entities.



ANNEX 1. EUROPEAN CHARTER FOR RESEARCHERS. MAIN CAREER PRINCIPLES

Pillar 2. Researchers' Assessment, Recruitment and Progression

(1) Researchers' Assessment

Researchers' assessment should enable evaluating the performance of researchers and research to achieve the highest quality and impact. This requires recognition of increasingly diverse activities, practices and research outputs. Consequently, assessment should be based primarily on qualitative judgement, for which peer review and review by other pertinent experts is central, supported by the responsible use of quantitative indicators. Contributions to innovation should also be recognised, particularly for candidates from an industrial background.

Employers and funders should support a system for the assessment and reward of researchers that considers the overall quality of their impact on society, science and innovation, the diversity of activities performed, Open Science practices, and the value of geographical, inter-disciplinary and inter-sectoral mobility. Such a system should:

- (a) be based on qualitative unbiased judgement provided by peers and pertinent experts, supported by the responsible use of quantitative indicators;*
- (b) reward quality and the various potential impacts of research on society, science and innovation;*
- (c) recognise a diversity of outputs, inter alia publications, datasets, software, methodologies, protocols, patents, models, theories, algorithms, workflows, exhibitions, strategies, policy contributions; a diversity of activities, inter alia mentoring, research supervision, leadership roles, entrepreneurship, FAIR data management – following the principles Findable, Accessible, Interoperable and Reusable –, peer review, teaching, knowledge valorisation, industry-academia cooperation, support for evidence-informed policy-making, interaction with society, management and leadership, supervision, teamwork, services to society, science communication and methodological rigor; and a diversity of practices, inter alia Open Science, early knowledge and data sharing, and open collaboration, in addition to all mobility experiences including geographical, inter-sectoral, inter-institutional, inter- and trans-disciplinary;*
- (d) ensure that researchers' activity meets high standards of ethics and integrity, applies appropriate conduct of research, and values good practices, including open practices for sharing research results and methodologies, whenever possible;*
- (e) use assessment criteria and processes that respect the variety of research disciplines and national contexts;*
- (f) support a diversity of researcher profiles and career paths, and value individual contributions, but also the role of teams, collaborative work, and inter-disciplinarity;*
- (g) ensure gender balance, gender equality, equal opportunities and inclusiveness.*

To ensure coherence in the implementation of these principles, employers and funders should foster continuous training for the actors involved in the assessment and reward process.

(2) Recruitment

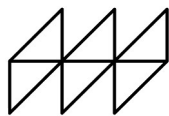
In accordance with the principles of academic freedom and institutional autonomy, employers and funders are recommended to establish recruitment and selection procedures which are open, transparent and merit-based, without penalisation for career breaks or non-linear, multi-career and hybrid paths. They should seek excellence, gender equality, diversity, and be tailored to the type of position advertised. Advertisements should include a comprehensive description of the knowledge and competencies required, including a description of the working conditions and entitlements, career development prospects and an overview of the timeline. Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and career development prospects. Committee members should also be made aware of and trained about fair recruitment principles.

Variations in the chronological order of CVs

Career breaks or variations in the chronological order of CVs should not be penalised, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multi-dimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which they are applying.

Seniority

The level of qualifications required should be in line with the needs of the position and not set as a barrier to entry. Evaluation of qualifications should focus on judging the achievements of the person rather than



their circumstances or the reputation of the institution where the qualifications were acquired. As professional qualifications may be acquired at an early stage of a long career, the pattern of lifelong professional development should also be encouraged and recognised.

(4) Career progression

Employers and funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing the performance of their duties on a regular basis and in a transparent manner by an independent – and, in the case of senior researchers, preferably international – committee. Non-linear and multi-career paths, characterised by geographical, sectoral, and inter-organisational mobility, or hybrid paths, characterised by the simultaneous combination of sectors, deserve full recognition and consideration on a par with linear career paths – to be understood as careers following a straight line of progression from one position to another, usually within the same field or discipline.

Such evaluation and appraisal procedures should take due account of researchers' overall potential, their research creativity, their research output – e.g. publications, data, software, models, algorithms, methods, protocols, patents, policy contributions –, their activities – e.g. management and leadership, teaching/lecturing, peer review, supervision, mentoring, entrepreneurship, knowledge valorisation, national or international collaboration, administrative duties, service to society, science communication and interaction with society –, their research behaviour – e.g. ethics and integrity practice, methodological rigour, early knowledge and data sharing, open collaboration – and their mobility, and should be taken into consideration in the context of career progression.

A transparent, structured, inclusive and gender-equal career accession and progression system is needed to reinforce careers in academia, up to the top positions. The development of tenure-track-like systems – to be understood as defined frameworks where a fixed-term contract has the prospect of a progression to a permanent position subject to positive evaluation – could be considered for this purpose at the level of the Member States and research performing organisations.

Pillar 3. Working Conditions and Practices

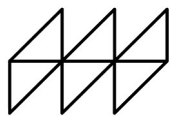
(2) Stability of employment

Employers and funders should take resolute actions to counter the phenomenon of precarity and to support job security and stability. This could, on a voluntary basis, include the establishment of a maximum threshold for the number of fixed-term contracts per organisation in the overall researchers' human resources. Whenever permanent, long-term or highly recurrent research tasks are being fulfilled, permanent or open-ended contracts are recommended as the appropriate instrument. Researchers under fixed-term contracts should benefit from specific career development and advisory services to ensure career continuity.

Early-career researchers (R1-R2)

Precarity of employment is a particular issue in academia. To counter this situation is recommended the implementation – subject to national legislation and circumstances – of specific measures in support of early-career researchers with regard to providing First Stage researchers (R1) with social protection and working conditions applicable to researchers in other career stages and with adequate income, promoting involvement of early-career researchers into research teams avoiding the demand of tasks unrelated to their scientific training and recognising inter-institutional, inter-sectoral, inter-disciplinary and geographical mobility, including virtual mobility. Additionally, appointing institutions should establish clear rules and explicit guidelines for the recruitment and appointment of recognised researchers (R2), including the maximum duration and the objectives of these appointments. Such guidelines should consider time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long-term career prospects with fixed-term contract or tenure.

Employers and funders should make their best effort as regards informing early-career researchers about career opportunities, within and beyond academia, offering broad professional development, especially during the R2 stage, more transparent and predictable career prospects, and work-based learning opportunities in a diversity of sectors.



Pillar 4. Research Careers and Talent Development

(2) Career Development and Advice

Employers and funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. In this context, researchers should be supported to develop an individual career plan to identify the necessary training and research required to attain their career goals. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements and be proactive and responsible for their career development.

Employers and funders should ensure, either in the institutions concerned or through collaboration with other structures, accessible and up-to-date career guidance and job placement assistance providing information, guidance and support for career development both within and beyond the institution concerned. This should be offered to researchers at all stages of their careers, regardless of their contractual situation.

(3) Continuous Professional Development

Researchers at all career stages should seek proactively and be given opportunities by their employer/funder to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning or collaboration within a team and the respective networks. Particular attention should be paid to the training of First Stage Researchers (R1), the majority of whom are PhD candidates at the beginning of their research career.

Access to research training and continuous development

Employers and funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies. Employers and funders should take action to support the development and provision of targeted training, to encourage up-skilling and re-skilling opportunities for researchers with a lifelong learning perspective and to foster inter-sectoral and inter-disciplinary mobility. Such measures should be regularly assessed for their accessibility, take-up and effectiveness in improving competencies, skills and employability.

Employers and funders should attribute adequate relevance to the need to foster entrepreneurial competences in researchers, with the objective of allowing those who undertake an entrepreneurial career path to couple their knowledge production capabilities with knowledge valorisation proficiency, turning innovative ideas into business and fostering innovation and progress.

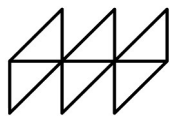
Employers and funders should take steps to ensure that doctoral training is compatible with interoperable careers in all relevant sectors and for the practice of Open Science, including by making use of the European Competence Framework for Researchers (ResearchComp), the Principles for Innovative Doctoral Training, the European Code of Conduct for Research Integrity, and of any other future initiatives taken for the purpose of strengthening transversal skills of researchers.

Validation of skills

As part of broadening researchers' skills sets, employers and funders should provide for the appropriate assessment and evaluation of formal and informal training, including on-the-job skills and training, particularly within the context of international, intersectoral and inter-disciplinary mobility. The assessment should be done in a fair and transparent manner within a reasonable timeframe.

Teaching

Teaching is an essential means for the structuring and dissemination of knowledge and is a valuable option within a researcher's career path. Teaching should benefit from and make use of scientific knowledge and promote research interest among students. Involvement of researchers in teaching should be fully supported and recognised, and might vary at different moments within a career. Special attention should be paid to researchers at the beginning of their careers, ensuring that they are rightly supported and that teaching responsibilities – including lecturing, tutoring, supervising and mentoring – are compatible with their research activities or research training.



Employers and funders should ensure that teaching duties are adequately remunerated and considered in the evaluation/appraisal systems from an early stage of researchers' careers. It should also be ensured that time devoted by senior members of staff to the training and mentoring of early-career researchers – R1, R2 – is counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the initial training and professional development of researchers.

(4) Supervision and Mentoring

Proper people and team management are crucial in research working environments as science is by definition a joint endeavour. The necessary training, tools and evaluation mechanisms should be put in place so as to ensure that senior and leading researchers manage their staff and teams in a fair and non-discriminatory manner, free of gender bias and other types of biases – such as biases based on religion, sexual orientation, race, ethnicity, socioeconomic background, etc. –, and establish fruitful and cooperative working relationships with their peers. This should contribute to healthy, fair, creative environments where every individual is respected, duly motivated, recognised and their well-being fostered.

Employers and funders should ensure that a person or a group of persons is clearly identified to whom First Stage (R1) and Recognised (R2) researchers can refer for the performance of their duties and should inform researchers accordingly.

Such arrangements should clearly stipulate that the proposed supervisor have an adequate level of expertise in supervising research and have the time and commitment to offer the research trainee appropriate support; moreover, they should provide for the necessary progress and review procedures, as well as for the necessary feedback mechanisms.

Specific provisions for the integration, research support and career development of researchers, for their mentoring and wellbeing, for communication and conflict resolution as well as for the training and professional development of supervisors are provided in the MSCA Guidelines on Supervision. The MSCA Guidelines on Supervision are a set of recommendations for individuals and institutions who receive MSCA funding. The Guidelines promote effective supervision, mentoring and appropriate career guidance.

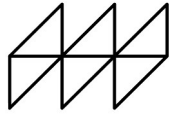
Relations with supervisors

Researchers in their training phase should have a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) and take full advantage of their relationship with them. Supervisors should also actively support especially early-stage researchers by organising feedback meetings with them and promoting training activities relevant to their work.

This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.

Senior researchers

Senior researchers – R3 and R4 – should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards and have access to the appropriate training. Regarding their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with First Stage (R1) and Recognised (R2) researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of their careers. Supporting the career development of R1 and R2 researchers in communicating experience and values in a trusted and confidential environment is a high-responsibility role.



ANNEX 2: EUROPEAN DEFINITIONS

First Stage Researcher (R1)

This profile includes individuals doing research under supervision in industry, research institutes or universities. It includes doctoral candidates.

Researchers with this profile will:

- Carry out research under supervision
- Have the ambition to develop knowledge of research methodologies and discipline
- Have demonstrated a good understanding of a field of study
- Have demonstrated the ability to produce data under supervision
- Be capable of critical analysis, evaluation and synthesis of new and complex ideas
- Be able to explain the outcome of research and value thereof to research colleagues

Desirable competences

- Develops integrated language, communication and environment skills, especially in an international context.

Recognised Researcher (R2)

This profile includes:

- Doctorate degree (PhD) holders who have not yet established a significant level of independence,
- Researchers with an equivalent level of experience and competence.

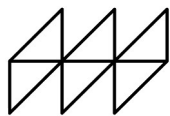
Necessary competences

All competences of 'First Stage Researcher' plus:

- Has demonstrated a systematic understanding of a field of study and mastery of research associated with that field
- Has demonstrated the ability to conceive, design, implement and adapt a substantial programme of research with integrity
- Has made a contribution through original research that extends the frontier of knowledge by developing a substantial body of work, innovation or application. This could merit national or international refereed publication or patent.
- Demonstrates critical analysis, evaluation and synthesis of new and complex ideas
- Can communicate with their peers: be able to explain the outcome of their research and value thereof to the research community
- Takes ownership for and manages own career progression, sets realistic and achievable career goals, identifies and develops ways to improve employability.
- Co-authors papers at workshop and conferences

Desirable competences

- Understands the agenda of industry and other related employment sectors
- Understands the value of their research work in the context of products and services from industry and other related employment sectors.
- Can communicate with the wider community and with society generally, about their areas of expertise
- Can be expected to promote, within professional contexts, technological, social or cultural advancement in a knowledge based society
- Can mentor First Stage Researchers, helping them to be more effective and successful in their R&D trajectory.



Established Researcher (R3)

This framework describes the necessary and desirable competences for established researchers (those who have developed a level of independence).

Necessary competences

All necessary and most desirable competences of the 'Recognized Researcher' plus:

- Has an established reputation based on research excellence in their field
- Makes a positive contribution to the development of knowledge, research and development through co-operations and collaborations
- Identifies research problems and opportunities within their area of expertise
- Identifies appropriate research methodologies and approaches
- Conducts research independently which advances a research agenda
- Can take the lead in executing collaborative research projects in cooperation with colleagues and project partners
- Publishes papers as lead author, organizes workshop or conference sessions

Desirable competences

- Establishes collaborative relationships with relevant industry research or development groups
- Communicates their research effectively to the research community and wider society
- Is innovative in their approach to research
- Can form research consortia and secure research funding / budgets / resources from research councils or industry
- Is committed to professional development of their own career and acts as mentor for others.

Leading researcher (R4)

The EU framework for research careers describes a leading researcher (R4) as a researcher leading their research area or field with the following necessary and desirable competences:

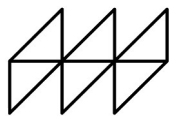
Necessary competences

All necessary and most desirable competences of 'Established Researcher' plus:

- Has an international reputation based on research excellence in their field
- Demonstrates critical judgment in the identification and execution of research activities
- Makes a substantial contribution (breakthroughs) to their research field or spanning multiple areas
- Develops a strategic vision on the future of the research field
- Recognizes the broader implications and applications of their research
- Publishes and presents influential papers and books, serves on workshop and conference organizing committees and delivers invited talks

Desirable competences

- Is an expert at managing and leading research projects
- Is skilled at managing and developing others
- Has a proven record in securing significant research funding / budgets / resources
- Beyond team building and collaboration, focusing on long-term team planning (e.g. career paths for the researchers and securing funding for the team positions)
- Is an excellent communicator and networker within and outside the research community [creating networks]
- Is able to create an innovative and creative environment for research
- Acts as a professional development role model for others.



ANNEX 3: RESEARCH CAREER: HORIZONTAL PROMOTION

Approved by the CED Governing Council on 27 November 2024

Scope of application: contracted research staff of the Centre for Demographic Studies

Article 1. Levels (according to the European framework for research personnel R1-R4)

- R0. Pre-doctoral collaboration agreement (up to 12 months)
- R1. Pre-doctoral researcher (up to 4 years or according to the call)
- R2. Postdoctoral researcher (No time limit or according to the call)
- R3. Postdoctoral researcher with R3 certificate (No time limit or according to the call)
- R4. Distinguished researcher (No time limit or according to the call)

Article 2. Gross annual salary (2024)*

- R0. Annual gross remuneration 12K;
- R1. Annual gross base salary 21K;
- R2. Annual gross base salary 33k;
- R3. Annual gross base salary 39K;
- R4. Annual gross base salary 49K;

Article 3. Special positions

3.1. **Ramon y Cajal** fellows without R3 certification are considered R2, but their gross annual base salary will be aligned with that of an R3 during the duration of the grant, with the necessary supplement added to reach the minimum gross base salary established by the call. After five years, obtaining the R3 certification and, if applicable, a permanent structural position will consolidate the R3 level, granting the right to request research increments.

3.2. **Juan de la Cierva** fellows will be aligned with the R2 level, and during the grant period, the necessary supplement will be added to reach the minimum gross base salary established by the call.

3.3. **Beatriu de Pinós** fellows without R3 certification are considered R2, but their gross annual base salary will be aligned with that of an R3 during the grant period, with the necessary supplement added to reach the minimum gross base salary established by the call.

3.4. **Marie S. Curie** fellows will receive the salary specified in the respective call. The same applies to all EU mobility programs (caption: non-consolidable call or project supplement).

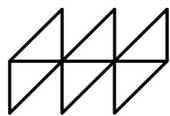
3.5. Fellows receiving **European Research Council (ERC)** grants or equivalent may be compensated according to the proposal specifications while the project is active.

3.6. Recipients of **Research Training grants** will be aligned with the R1 level, provided it exceeds the minimum established by the call; otherwise, the base salary rules of the respective call will apply.

Article 4. Types of Consolidable Supplements in the Horizontal Research Career

- Seniority increments (according to current regulations)
- Research six-year periods (sexennsis)

* Approved at the Governing Council meeting of 15 December 2023 (updates to the base salary will be approved at the annual meetings according to public sector budgetary increases).



Article 5. Research Career: Research Six-Year Periods – Annual Amount and Eligibility

Meeting the requirements for research six-year periods (“sexennis”) entails a gross annual salary increase of €2,500, which may be increased up to €4,000 gross per year depending on the objectives achieved (amounts approved by the Governing Council on 15 December 2023).

All research staff with a permanent structural contract at the Centre d'Estudis Demogràfics are eligible. A maximum of six sexennis can be accumulated. Sexennis may be requested starting from the effective date of the permanent structural contract. The calculation period may include all years in which the researcher has held a postdoctoral contract at CED or at another academic institution.

5.1. Minimum conditions to apply for the evaluation of research six-year periods

Minimum of 5 indexed publications in 6 years.

Minimum of 60% certified annual presence at the Centre.

Unpaid management assignment (minimum 3 years).

5.2. Requirements to obtain a positive evaluation in the research six-year period assessment:

Achieve five of the following milestones during the evaluated period:

- 5 publications in demography journals or in Q1 journals of other fields. Co-authored publications count as 0.75
- 1 defended thesis or five person-years of thesis supervision during the period. For supervision years, only the first 4 years of the PhD student are counted. Co-supervisions count as 0.75 if there are two supervisors, and 0.5 if there are three or more
- Organization of a conference/seminar as Principal Investigator
- Member of a national or international committee for academic selection of research projects, scholarships, or similar
- Competitive research project for at least 75% of the time
- Applied/transfer research project for at least 75% of the time
- 5 unpaid training and dissemination activities
- 1 “*Perspectives Demogràfiques*” publication
- 3 unpaid advisory activities, including expert committees, administration, and civil society
- 3 occasional unpaid corporate activities, such as Research Day, CED institutional presence at conferences, field trips, or other corporate events

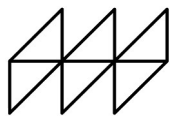
A minimum of 5 milestones must be achieved to qualify for the research sexennial at its base amount. Each additional milestone reached will be remunerated progressively up to the maximum stipulated.

5.3. Clauses to ensure a transition to the new salary scale and sexennial system at the Centre d'Estudis Demogràfics

The transition to the new system is voluntary for researchers who already hold a permanent structural contract at the Centre d'Estudis Demogràfics prior to the entry into force of this regulation. Choosing not to transition implies waiving participation in the sexennial system.

For permanent structural researchers who opt into this regulation, a proposal will be made to convert their current salary to the salary corresponding under the sexennial system. Any sexennials necessary to maintain the current salary will be recognized.

Obtaining the R3 accreditation (national level) for permanent structural researchers will result in salary alignment to this level.



5.4. Criteria for evaluating research sexennials for years worked prior to the introduction of the regulation

Completed sexennials prior to the regulation (maximum €2,400 annual increase):

Publications at AQU level

Active competitive research project for 5 of the 6 years

Partial sexennials with more than 3 years prior to the regulation (maximum €2,400 annual increase):

Publications at AQU level

Active competitive research project for 5 of the 6 years

Supervision of 1 doctoral thesis (co-supervisions count 0.75 for two supervisors, 0.5 for three or more supervisors)

Fulfilment of the minimum conditions for evaluation (Article 5.1) for the years following the introduction of the regulation

Partial sexennials with 3 or fewer years after the regulation (annual increase €2,400–€4,000):

Meet the minimum requirements to apply for evaluation starting from the entry into force of the regulation

Achieve 5 of the promotion milestones during the evaluated period

5.5. Research Sexennials – Evaluation Calendar

Application period opens: October. The current year is eligible for evaluation.

Resolution: December.

Effective date: Application from January 1 of the following year.

5.6. Operation and Coordination

The implementation, modification, and supervision of the research sexennial evaluation system and temporary salary supplements will be the responsibility of the deputy director in charge of the researcher career and training at the Centre d'Estudis Demogràfics (CED). Any modifications or improvements to the system must be approved by the CED's management bodies and ratified by the institution's Governing Council.

Article 6. Types of Non-Consolidable Supplements

Project-related supplement

Temporary assignment supplement

Variable remuneration: Annual bonus for fundraising

Article 7. Project supplement

R0. S2. Up to €1,200 gross per year

R1. Up to €7,200 gross per year

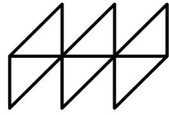
R2. S3. S4. Up to €4,800 gross per year

R3. Up to €6,000 gross per year

R4. Up to €7,200 gross per year

A monthly activity allowance linked to projects requiring specific expertise or dedication may be established.

Members of the research team (including specialized research support technical staff directly involved in the project) who are formally assigned may receive a temporary increase to their base salary, provided it is authorized by the Principal Investigator (PI) of the project and that funding is available. The allowance can only be paid from resources directly attributable to the project, as long as they are eligible.



The maximum allowance for a research support technician is equivalent to an R2 level. It must be authorized by the PI and financed from resources directly attributable to the project budget or its indirect costs (up to a maximum of 25% of the total indirect costs) in cases where the source of funding imposes restrictions (e.g., MRR funds).

Principal Investigators without a structural contract at CED may receive the allowance only for the duration of the project and their contract with CED.

Article 8. Temporary Assignment Allowance

This allowance may be granted to any person whom the Management temporarily assigns specific additional duties beyond those normally included in their position. Once the responsibility or assignment ends for any reason, the corresponding allowance will automatically cease. The amount of the allowance may not exceed 15% of the base salary.

Article 9. Annual Bonus for Competitive Funding Acquisition

- R2. Up to €4,950 gross
- R3. Up to €9,750 gross
- R4. Up to €14,700 gross

If a researcher already receives a project activity allowance, the amount already paid monthly will be subtracted from the annual bonus; that is, the project allowance and the annual bonus cannot be combined.

9.1. Eligibility of Principal Investigators (PIs) for Temporary Annual Bonuses

- PIs may receive temporary bonuses if there are direct or indirect funds available to finance them.
- Researchers affiliated with the CED but also linked to other institutions are eligible for the bonus under the same conditions, provided that all or part of the projects are associated with the CED.
- Payments are made once per year, after budget closure, typically between February and March.

9.2. Source and Calculation of Temporary Bonus Payments for PIs

- Directly from the project budget, if included and eligible as a project cost.
- From funds released from the CED's baseline budget (up to a maximum of 40%).
- From the indirect costs of the project, if necessary (up to a maximum of 25%).

9.3. Modifications or Exceptional Suspension of Temporary Bonus Payments

- Bonus payments depend on the financial capacity of the institution.
- Percentages may change if there are substantial changes in baseline funding from consortium institutions or unforeseen negative economic circumstances.
- Any modifications must be approved by the Governing Council.

9.4. ICREA Personnel

Researchers under ICREA contracts may receive a bonus of up to 20% of their annual gross salary, financed by the project(s) for which they serve as principal investigator.