

FIVE (5) POSTDOCTORAL RESEARCHERS UNDER THE ERC RECRUITMENT PROGRAM FOR THE SEVERO OCHOA PROGRAM (Ref. CEX2024-001498-S) AT EBD-CSIC

The Doñana Biological Station EBD-CSIC is pleased to announce five 3-year postdoctoral research positions as part of our new **ERC Recruitment Program**. This program aims to attract and support talented researchers who demonstrate the potential and commitment to apply for an ERC Grant (StG or CoG) at EBD-CSIC during the first year of their contract in the framework of the SEVERO OCHOA program, with ref. CEX2024-001498-S, funded by the Spanish Ministry of Science and Innovation MICIU/AEI

WHAT WE OFFER

- A **3-year full-time contract** with incorporation by winter-spring 2026.
- **46934 €** annual gross salary.
- **Support budget** (lab analysis, assistance to conferences, etc.).
- **Mentoring and collaboration** with senior researchers at EBD-CSIC. Applicants should contact researchers before sending the application to gauge areas of common interest and possibility of research support. (<https://www.ebd.csic.es/en/research/research-activity>).
- **Coaching and support** from EBD-CSIC ERC Support Program to prepare a competitive ERC proposal and other grant applications (e.g., tenure track Ramón y Cajal)
- **Top-tier training and ERC proposal review** by external experts.
- **Access to research facilities** and a collaborative research environment.
- A vibrant and inclusive work culture with a commitment to **diversity and equality**.

REQUIREMENTS

1. A completed PhD and some postdoctoral experience on a topic related to EBD-CSIC research lines of research:
 - Mechanisms of evolutionary change and adaptation
 - Evolutionary patterns and processes
 - Ecology of populations and conservation of endangered species
 - Ecological interactions and maintenance of biodiversity
 - Global change and biodiversity conservation
 - One health and biodiversity
 - Human societies and biodiversity
 - Theoretical and computational ecology and evolution
2. Proven commitment from an EBD-CSIC researcher to host and mentor the candidate if selected. Please copy-paste his/her e-mail of acceptance.
3. Eligibility, potential and commitment to apply for an ERC proposal (StG o CoG) during the first year of the contract. More information: <https://erc.europa.eu/apply-grant/>.

ASSESSABLE CONDITIONS

- Demonstrated ability to contribute to advancements in the research field.
- Experience in developing and leading proposals for competitive project applications.
- Proven ability to work independently from the PhD supervisor.
- International research experience.
- Excellent communication and collaborative skills.

- Advanced knowledge of English.

REQUESTED INFORMATION

Please complete this template, adhering to a **8-page limit** and including all required information. Use **Calibri font, size 11 pts, single space**.

Eligibility check

- Please justify your eligibility to submit an ERC proposal (StG or CoG). You should indicate (1) the exact date of your PhD defence, (2) the call you would like to apply for, (3) the implications of possible eligibility extensions that you have (career breaks), (4) the implications of the results of previously submitted ERC applications.
- Indicate the EBD-CSIC researcher/s you have contacted and their commitment to host and mentor you if you get selected. Please copy-paste his/her response

Part A. CV and Track Record (5 pages max)

- **Personal details:** education, key qualifications, current position(s) and relevant previous positions.
- **Research achievements: a list of up to 10 research outputs:** demonstrating advancement in the field, emphasis on more recent achievements, short narrative on relevance.
- **Peer recognition:** a list of selected examples of significant prizes, fellowships, academy membership, etc.
- **Additional information:** career breaks, diverse career paths, life events, other contributions to the research community.

Part B. Proposal (2 pages max excluding references)

- Title
- Summary of your ERC grant idea stating the state of the art, objectives and methodology, feasibility and scientific impact.

IMPORTANT: Selection Committee members will sign a confidentiality agreement to safeguard the privacy of the proposal.

SELECTION PROCESS

1. **Application Submission:** Candidates must apply submitting the requested information **before 19 September 2025 at 15:00 at severochoa@ebd.csic.es**
2. **Pre-selection:** Determination of compliance with the requirements of the offer by an internal committee.
3. **Selection:** Candidates will be evaluated based on the overall quality and impact of their research by an external selection committee made by 3-4 researchers with experience on the evaluation of ERC proposals. All members will sign a confidentiality agreement to safeguard the privacy of the proposal.
 - **Phase 1:** assessment of the preselected candidates based on the information

provided.

- **Phase 2:** Short-listed candidates will be called for an interview. Candidates who are interviewed will receive qualitative feedback on their applications to promote transparency and demonstrate fair, supportive recruitment practices.

4. **Final decision:** Suitable candidates will be guided towards the administrative procedure to final contract.