

Talent Attraction

Whenever there is availability of structural financial resources and space, the institute promotes the attraction of new research groups. To this end, it has two types of calls for different stages of the research career.

Call for R4:

- Aimed at established researchers with international recognition in their area.
- Upon being selected as an institutional R4, the researcher's contract will be funded by structural funds.
- The continuity of this researcher's contract will be linked to the evaluation carried out by the External Scientific Committee every three years. Receiving a grade lower than B in two consecutive evaluations will be grounds for discontinuation of the contract.

Call for R3:

- Aimed at young principal investigators who have obtained competitive funding to partially finance their contract (e.g., Miguel Servet, Ramon y Cajal, etc.).
- Upon being selected as an institutional R3, the researcher must establish an independent group, for which they will receive institutional support.
- The institutional support will last for the same duration as the end date of the aid obtained by the researcher.
- During the aid period, the institutional R3 researcher must be selected in the R4 call to consolidate their group within the institution. Exceptionally, and depending on the availability of structural resources, the researcher will have an additional maximum period of up to two years after the end of their aid.
- Expressions of interest will be collected throughout the year until November 15th. Potential candidates must send [this form](#) to our Department of Excellence (excellence@researchmar.net) indicating "Talent Attraction Program" in the subject.
- Researchers planning to apply to competitive calls and seeking an institute to start their group, as well as researchers who already have one of these aids but do not yet have their own group, can submit expressions of interest.
- Prioritization will be carried out by the External Scientific Committee during December.