

Terms and Conditions for the Call to Recruit Teaching and Research staff as Tenured Contract Lecturers in the Tenured Contract Senior Lecturer Category

Article 77.1 in Organic Law 2/2023 of 22nd March on the University System authorises public universities to recruit contract teaching and research staff in accordance with the specific recruitment methods set out therein, including the tenured contract lecturer category introduced in Article 82.

The regional government of the Balearic Islands, in line with its authority and Article 9.5 in Decree 16/2024 of 3rd May that governs the Legal and Compensation Framework for Contract Teaching and Research Staff at the University of the Balearic Islands, which amends Decree 178/2003 of 31st October that governs the Assessment and Accreditation Procedure of the Quality Agency at the University of the Balearic Islands, establishes the tenured contract senior lecturer category in its implementation of Article 82.c) in the aforementioned organic law.

Tenured contract senior lecturer contracts are permanent and open-ended, and have the same terms for compensation, salary rises and academic duties as tenured senior university lecturer positions. Moreover, tenured contract senior lecturer contracts involve a full-time commitment, although employees may request to work part-time in line with the requirements, conditions and purposes set out in relevant regulations. In accordance with Letter b) in Article 82 in Organic Law 2/2023 of 22nd March, these contracts are aimed at professionals undertaking teaching, research, and knowledge transfer and exchange tasks and, where applicable, governance duties at the university.

1. General Regulations:

1. This call is governed by Organic Law 2/2023 of 22nd March on the University System; Royal Decree 678/2023 of 18th July on National Accreditation and Admission to University Teaching Bodies, and the Competitive Call Framework thereof; Decree 64/2010 of 14th May that approves the Statutes of the University of the Balearic Islands (BOIB no. 76 of 22nd May); Decree 16/2024 of 3rd May that governs the Legal and Compensation Framework for Contract Teaching and Research Staff at the University of the Balearic Islands, which amends Decree 178/2003 of 31st October that governs the Assessment and Accreditation Procedure of the Quality Agency at the University of the Balearic Islands; Regulatory Agreement 15356 of 21st February 2024 that governs the Competitive Admission Call Framework for University Teaching Bodies and Recruitment

for the Category of Tenured Contract Senior Lecturer, and any applicable general regulations.

2. This call is subject to the incompatibility framework set out in Act 53/1984 of 26th December on Incompatibilities for Public Sector Employees.

3. The entire month of August shall be deemed a holiday for call purposes. However, candidates may submit their applications in this period.

4. In line with section 1.b) in Article 45 ('Publication') of Law 39/2015 of 1st October on the Common Administrative Procedure for Public Administrations (LPACAP by its Spanish acronym), the provisional and final lists of admitted and excluded candidates, as well as the appointment proposals arising from this competitive call, will be published on the university's official e-notice board on the e-services portal.

2. Applicant Requirements

Candidates must accredit they fulfil the requirements for tenured contract lecturer positions in accordance with Article 82 in Organic Law 2/2023 of 22nd March on the Spanish University System (BOE [Official State Gazette] no. 70 of 23rd March) and, where applicable, Balearic Government Decree 16/2024 of 3rd May (BOIB [Official Gazette of the Balearic Islands] no. 59 of 4th May), Royal Decree 898/1985 of 30th April on the University Teaching Staff System (BOE no. 146 of 19th June), Decree 64/2010 of 14th May approving the Statutes of the University of the Balearic Islands (BOIB no. 76 of 22nd May), and Regulatory Agreement 15356 of 21st February 2024 that governs the Competitive Admission Call Framework for University Teaching Bodies and Recruitment for the Category of Tenured Contract Lecturer, and any applicable general regulations.

With regard to tenured contract lecturer positions deemed equivalent to senior lecturer positions, accreditation as contract lecturers with a PhD will be valid in accordance with section 2 in transitional provisional three in Organic Law 2/2023.

As to degree qualifications, Royal Decree 889/2022 of 18th October that sets out the Validation, Accreditation and Equivalence Requirements and Procedures for Non-Spanish Official Higher Education Qualifications, and the Equivalence Procedure for Official Spanish Qualifications from Previous Academic Arrangements as per the Levels in the Spanish Qualifications Framework for Higher Education shall apply.

Candidates from countries where Spanish is not an official language must accredit language skills in one of the two official languages in the Balearic Islands. This accreditation shall preferably be demonstrated with a certificate in accordance with the Common European Framework of Reference for Languages (CEFR) or an official language qualification.

All necessary documents to accredit the relevant requirements are specified in Appendix 1 to this call.

2.1. General Requirements

In order to take part in the current competitive call, candidates must fulfil the following general requirements for admission to civil service positions (Articles 56—‘General Requirements’—and 57—‘Admission to Civil Service Positions for Non-Spanish Citizens’—in the Consolidated Text of the Basic Public Employee Statute Act, approved by Royal Legislative Decree 5/2015 of 30th October and, more specifically:

a) Being a Spanish national or from another EU member state, or from a country where the free movement of workers applies, by virtue of the international treaties signed by the European Union and ratified by Spain in accordance with what is set out in section 1 in Article 57 in the Basic Public Employee Statute Act.

Spouses of Spanish or other member state nationals may also participate in this call regardless of their nationality, provided they are not legally separated. In turn, their respective children may also take part, as long as they are under 21 years of age and not legally separated. However, this age limit does not apply to dependent individuals

b) Being 16 years of age or older and not having reached compulsory retirement age

c) Having the functional capacity to perform university lecturing tasks

d) Not having been removed from any position at public administrations, or constitutional or statutory bodies in autonomous regions due to disciplinary action, or disqualified in any form from holding public positions or posts by a legal ruling, all of which would prevent them from accessing civil service positions or, for contract staff, performing similar duties. In the case of overseas citizens, not being disqualified or in a similar situation, or been subject to disciplinary action, or similar, preventing them from accessing public sector employment in their home nation in the same terms.

2.2. Specific Requirements

a) Being qualified to become a senior university lecturer, in accordance with what is set out in Royal Decree 1312/2007 of 5th October or Royal Decree 678/2023 of 18th July on National Accreditation and Admission to University Teaching Bodies, or complying with any of the following requirements:

- a.1) Being accredited as a contract lecturer with a PhD by virtue of Point 2 in transitional provision three of Organic Law 2/2023 on Accreditation for Contract Lecturers with a PhD
- a.2) Being a university lecturer in an EU Member State as per the terms and conditions set out in additional provision four in Royal Decree 1312/2007 and being certified in line with what is stated in this additional provision
- b) Candidates who hold the position of full professor or senior lecturer at another university, and obtained it in a competitive entry call, may not take part in this call, except where they have effectively fulfilled two years in their position, in accordance with Article 9.4 in Royal Decree 1313/2007 of 5th October.

3. Deadline

The submission deadline is ten (10) days from the day after this call is published on the official UIB e-notice board. Candidates must fulfil all the requirements and conditions on the date the application submission period ends in order to be admitted.

4. Application Procedure

1. Candidates who wish to take part in this call must use the specific application form available on the UIB e-services portal in the following section: Procedure Catalogue, Human Resources Management, [‘Application for Teaching and Tenure Contract Lecturer Positions.’](#)
2. In order for the application to be duly submitted and registered, candidates must sign it at the end of the process in one of the following ways:
 - a) With a recognised electronic certificate (e-DNI or any other method that complies with the requirements set out in Article 10 in Act 39/2015 of 1st October and Article 15 in Royal Decree 203/2021 of 30th March)
 - b) With candidates’ institutional credentials
- 2.1. Candidates who do not have an electronic certificate or institutional credentials must request either of the two before applying for the position. Electronic certificates may be requested in accordance with the procedure set out in the technical support section > how to obtain an electronic certificate on the UIB e-services portal. Applicants need to follow the instructions so that the Registry Support Office can issue their certificate. Applicants are recommended to sign their application with an electronic certificate since they will need to communicate with the UIB digitally where they are awarded the position

2.2. They may also request institutional credentials at the following link: https://uibdigital.uib.es/uibdigital/web/ca/perfil/autoregistre/dades_identificativ.es.html. In this instance, they must fill in an application form and save the provisional receipt containing the reference number for the procedure. The UIB will then send an e-mail to candidates with instructions to complete the registration procedure. After the registration procedure, and in order to complete the credential request process, candidates must send an e-mail to area.pdi@uib.cat with the subject heading 'Credentials validation'. They must bear in mind this procedure must be done at least two (2) calendar days before the submission deadline for applications. Candidates will then be able to sign their application with the credentials

2.3. Where applications are completed but signed outside the deadline, they will be deemed as not submitted

3. Candidates must fill in one application form for each position they wish to apply for. Candidates must attach original documents in digital format or, where they only have hard copies, a scanned copy, to each application. The documents must accredit the participation requirements set out for the call which are listed in Appendix I to these terms and conditions.

4. In addition to the required documents, candidates must attach the payment receipt for participation in the call. The application fee is 37.71 euro per application in the tenured contract lecturer category. Failure to pay the fee within the set deadline will lead to candidates being excluded from the procedure. No amendments will be allowed. The fee must be paid into the University of the Balearic Islands' bank account: IBAN ES25 2100 73597113 0010 3721; bank: CaixaBank (SWIFT/BIC: CAIXESBBXXX). Candidates must include their full name and ID number, and the position code they are applying for in the transfer.

In no way will payment of the fee replace the submission procedure within the deadline as per the appropriate method.

5. Applications cannot be amended after they have been submitted and registered. Where applications need to be amended, a new one must be submitted in the open application submission deadline. Only the last registered application will be considered for the purposes of submission.

5. Submission of Candidates' CVs and Teaching and Research Projects

After the application is registered, candidates will receive an e-mail with a link to the PDI recruitment system at the University of the Balearic Islands, where they will need to enter:

- a) A CV setting out candidates' merits and suitability for the position profile. There is no mandatory template and, therefore, candidates may use whichever they deem appropriate. This notwithstanding, candidates are advised to use standard templates
- b) Supporting documents for the academic merits included in the CV. The documents must be uploaded to the application in a single zip
- c) Teaching and research projects. Candidates are advised to upload these documents once they have been admitted for the call.

They may make any amendments up to five days before the date of the public session. After this deadline has passed, no amendments or new documents will be allowed.

6. List of Admitted and Excluded Candidates

1. After the application submission deadline has passed, and within thirty (30) days, the President and Vice Chancellor of the University of the Balearic Islands shall release the provisional list of admitted and excluded candidates, including the reasons for exclusion or omission where applicable. The list will be published on the official e-notice board in the university's e-services portal.

2. Candidates may lodge a complaint against the President and Vice Chancellor's decision from the day following its release, in order to rectify, where applicable, the reason leading to their exclusion or appeal their omission from the list of admitted and excluded candidates. Candidates who do not rectify their exclusion or appeal their omission within the aforementioned deadline, and fail to justify their right to be included in the list of admitted candidates, shall be definitively excluded from the call.

In order to rectify any possible error or submit the required documents, excluded or omitted candidates must use the electronic form available on the UIB e-services portal in the following section: [Procedure Catalogue](#), Human Resources Management, '[Amendment and/or Complaint Form](#).' The form must be submitted within ten (10) days from the day after the list is published.

Candidates must attach the required admission documents to the amendment form. These documents are listed in Appendix I to this call.

3. After the submission of amended applications within the deadline set out above, the President and Vice Chancellor will release the final list of admitted and excluded candidates. Candidates may, where applicable, lodge an appeal for reconsideration regarding the final list in accordance with the terms set out in Act 39/2015.

7. Selection Committee

1. Selection committees are configured and established in accordance with Chapter II ('Establishing and Rules of Procedure for Selection Committees') in Regulatory Agreement 15356 of 21st February 2024 that governs the Competitive Admission Call Framework for University Teaching Bodies and Recruitment for the Category of Tenured Contract Lecturer.

2. The abstention and recusal framework set out in Articles 23 and 24 in Act 40/2015 of 1st October on the Legal Framework of the Public Sector applies to members of the recruitment committee.

In the exceptional instance that the alternate member in question fulfils any of these circumstances, they may be replaced by any of the other alternates. Where this replacement is not possible, the Office of the President and Vice Chancellor will appoint a new member and alternate in order to cover the empty spot.

3. The chair will be responsible for deeming whether the selection committee must be established and perform its duties either in-person or remotely, although the committee shall be established online the attendance of all members.

4. In accordance with Section 3 of Article 11 ('General Regulations') in Regulatory Agreement 15356, the CVs of the committee members shall be made public over the management platform of the Spanish Foundation for Science and Technology (FECyT).

5. Committee members who are not from the University of the Balearic Islands shall have the right to receive a daily allowance for attendance, in accordance with what is set out in Royal Decree 462/2002 of 24th May on Compensation for Services Rendered.

8. Implementation of Competitive Calls

1. The implementation of competitive calls is set out in Chapter III ('Implementation of Competitive Calls') in Regulatory Agreement 15356 of 21st February 2024 that governs the Competitive Admission Call Framework for University Teaching Bodies and Recruitment for the Category of Tenured Contract Lecturer.

2. Candidates may submit the following documents to the competitive call system up to five (5) days before the first assessment through the contracting system set out in Point 4 herein: CV, teaching project, research project and, where stated in the specific call, supporting documents for merits.

3. The competitive call comprises two assessments. Candidates will have thirty (30) minutes to speak in each assessment and the selection committee may discuss each presentation for up to one (1) hour. The assessments shall take place live online, although where proper candidate assessment is not possible through this system, the University of the Balearic Islands may authorise sessions be in-person. Candidates shall be convened at least five days before the assessments.

4. The first assessment comprises a presentation and defence of a teaching project linked to the position profile, as well as the merits from the CV endorsing its performance. Candidates will have a maximum of thirty (30) minutes to present and defend their teaching project. This assessment is eliminatory in nature.

After the teaching project has been presented and defended, the selection committee will discuss aspects it deems relevant with regard to the project, presentation and academic background for one (1) hour at most.

5. The second assessment comprises a presentation and defence of a research project linked to the position profile, as well as the merits from the CV endorsing its performance. Candidates will have a maximum of thirty (30) minutes to present and defend their research project.

After the research project has been presented and defended, the selection committee will discuss aspects it deems relevant with regard to the project, presentation and academic background for one (1) hour at most.

6. All information on the competitive call, assessments and results shall be made public on the official e-noticeboard at the UIB.

9. Proposed Successful Candidates

The selection committee shall submit a reasoned and binding proposal setting out the candidates by order of preference and the proposed successful candidate for recruitment to the President and Vice Chancellor within a maximum deadline of three (3) months from the formal establishment of the committee.

The proposal shall be released publicly on the official e-noticeboard on the university's e-services portal.

Proposed candidates will receive a notification from the Human Resources Service to confirm the allocated position.

They will have five (5) days to accept their position from the date of the aforementioned notification. Where candidates fail to expressly accept the position within this timeframe, they will be deemed to have withdrawn from the position.

When the contract is signed, and where required, candidates must submit the original documents set out in the requirements. Candidates put forward for positions with an I3 profile must submit the original I3 accreditation document at the time the contract is signed.

10. Employment Pool

With regard to the resolution for this call, those candidates who were admitted but failed to be awarded a position may be included in an employment pool for public employees for future recruitment. The order will be established in accordance with the score awarded in the assessment of their merits.

Please contact the Human Resources Service for further information on this call.

11. Personal Data Protection Information

1. In accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27th April 2016 on the Protection of Natural Persons with regard to the Processing of Personal Data and on the Free Movement of Such Data, and Organic Law 3/2018 of 5th December on Personal Data Protection and Guarantee of Digital Rights (LOPDGDD), we hereby inform you that the University of the Balearic Islands is the data controller for these data and will process them to manage staff recruitment and position allocation through public calls

2. The aforementioned processing shall be undertaken in accordance with the legal basis set out in the following articles of Regulation (EU) 2016/679: 6.1.b) processing is necessary for the performance of a contract to which the data subject is party or in order to take steps at the request of the data subject prior to entering into a contract; 6.1.c) processing is necessary for compliance with a legal obligation to which the controller is subject; and 6.1.e) processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller.

The personal data collected in the application to take part in this call shall be processed to manage the recruitment procedure and the necessary notifications to this effect, and analyse and assess data pertaining to these recruitment procedures

3. No international transfers or assignments are planned for the processed data
4. Data will be communicated in the published lists and results, in accordance with what is set out in the terms and conditions for this call
5. Personal data shall be processed and held by the University of the Balearic Islands for the required timeframe, in accordance with current legislation including, where applicable, the resolution for appeals and complaints
6. Candidates may exercise their rights of access, rectification, erasure, portability, restriction and to object to the processing of data, as well as the right to not be subject to decisions based solely on the automated processing thereof, by writing to University of the Balearic Islands at the address listed: cra. de Valldemossa, km 7.5, 07122 Palma (Balearic Islands).

Where they are dissatisfied with the procedure to exercise their rights, candidates may contact the UIB data protection officer (<dpo@uib.cat>) or submit a complaint to the Spanish Data Protection Agency via the forms available on the organisation's [website](#) for this purpose.

12. Final Provision

This call and all administrative steps arising from both the call and the assessment committees may be appealed in the form and manner set out in Act 39/2015 of 1st October on the Common Administrative Procedure for Public Administrations.

Appendix I. List of Documents that Must Be Attached to the Application

Tenured Contract Lecturer Category

- DNI or equivalent* (both sides)
- A certificate of accreditation from the National Agency for Quality Assessment and Accreditation of the Quality Agency at the University of the Balearic Islands**, or alternatively, a document accrediting Section a.2) in Point 2.2 herein.
- PhD qualification*** (both sides)
- A payment receipt for the fee
- A signed affidavit
(https://rrhh.uib.cat/digitalAssets/719/719476_rev-declaracio-responsable.pdf)
- Where applicable, accreditation of language skills in at least one of the two official languages of the Balearic Islands.

Please Note: Candidates selected for positions with an I3 profile must submit the original I3 accreditation document at the time the contract is signed.

* Lecturers who do not hold Spanish citizenship and are citizens from any EU Member State, countries comprising the European Economic Area (EU Member States plus Iceland, Liechtenstein and Norway) or Switzerland: a copy of their valid passport, relevant national ID document or EU citizenship registry certificate issued by Spanish authorities.

** In accordance with Point Two in transitory provision three in Organic Law 2/2023 of 22nd March on the University System, current accreditation as a contract lecturer with a PhD will be valid for the position of tenured contract lecturer.

*** In accordance with Royal Decree 99/2011 of 29th October and Royal Decree 889/2022 of 18th October for qualifications from overseas education systems.