

EURAXESS MEMBERS IN FOCUS: SPAIN

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1 SPAIN RESEARCH, DEVELOPMENT AND INNOVATION SYSTEM IN A NUTSHELL

The Spanish System of Science, Technology and Innovation embeds internationally recognized institutions where scientists and entrepreneurs are able to enjoy a variety of funding opportunities in a friendly environment in the heart of Europe and as a gateway between continents. Spain aligns its policies with those of the European Union and actively participates in the Horizon 2020 programme. Spanish science is recognized worldwide for its good quality and openness as Spanish scientists for their perseverance and friendliness.

The Spanish Strategy on science, technology and innovation Strategy (2013-2020) ¹ promotes the capacities of the Spanish Science, Technology and Innovation System and enables collaboration between all the stakeholders of the System while increasing the social and economic returns from investment in RDI. The strategy envisages RDI from a general and multi patterned perspective through different forms of interaction among all the stakeholders in the System. Also, it defends the importance of scientific and technological progress as an essential element of social progress.

1.1 RESEARCH AND DEVELOPMENT INVESTMENT

In 2014, the total expenditure in Research and Development was 12.820,7 M€, 1,23% as percentage of GDP.

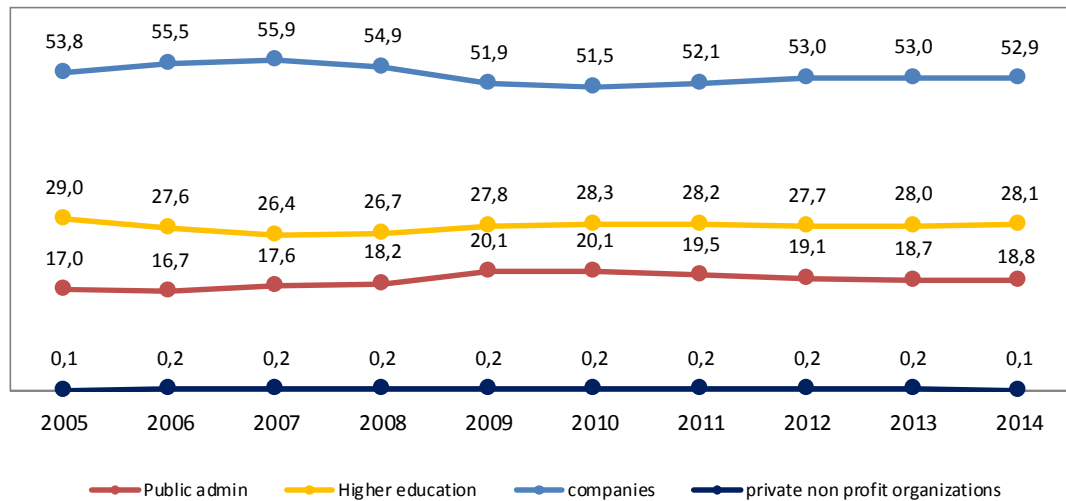
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http://www.idi.mineco.gob.es/stfls/MICINN/Investigacion/FICHEROS/Spanish_Strategy_Science_Technology.pdf

By performance sector, the business and private non-profit sector represents 53,1% of the total, whereas the public administrations represents 18,8% and the higher education system, 28,1%.

Internal expenditure in R&D activities by sector. 2005-2014

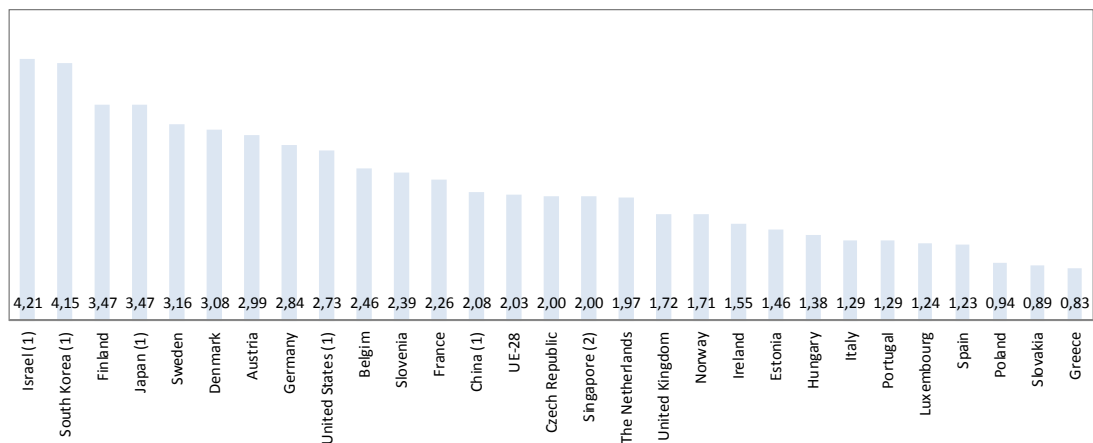
Percentage



Source: INE, R&D activities statistics

R&D investment in the world. 2014

R&D investment as GDP percentage



(1) Figure from 2013.

(2) Figure from 2012.

Source: Eurostat (and OECD for USA and Israel figures)

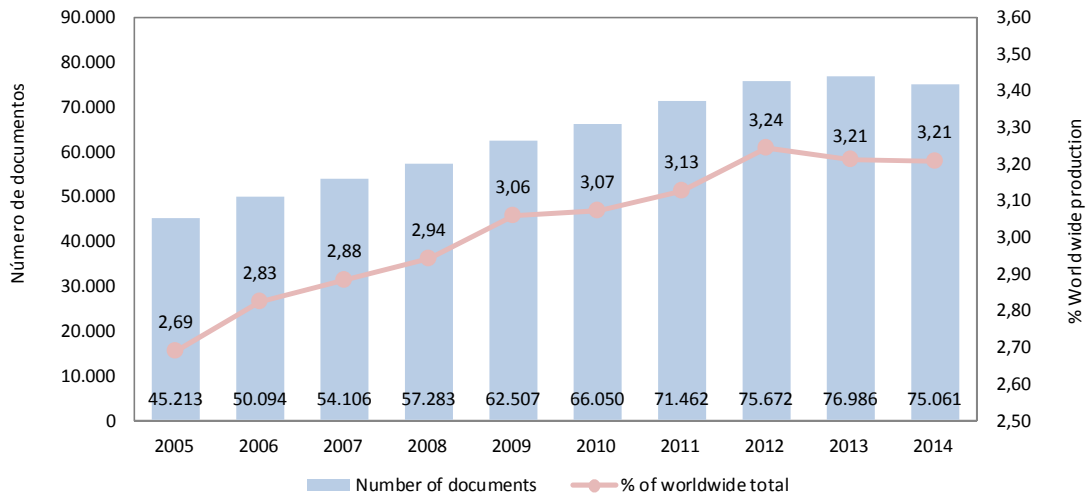
1.2 SCIENTIFIC OUTPUT

In 2014, the Spanish scientific production output was 75.061 documents (including articles, conference proceedings and reviews), ranked 10th in the global ranking, meaning the 3,21% of the total production.

Impact wise, the most relevant areas were Energy (field-weighted citation impact: 1,78), Decision Science (1,6), Chemical Engineering (1,49) and Environmental Sciences (1,48). In terms of excellence (share of highly cited publications (top 10%)), Energy and Veterinary were the first areas in Spain.

Spanish Scientific output. 2005-2014

Number of documents and percentage of worldwide total



Note: Documents include scientific papers, conference proceedings and reviews
 Source: Elsevier from data from Scopus (data from August 2015)

First countries by scientific output. 2014
Key Indicators

Country	2014						
	% world	IN	%Q1	Exc	Lead	ExcLead	%Col In
United States	22,3	1,44	58,70	14,90	82,90	11,80	32,70
China	19,9	0,83	32,80	8,10	95,80	7,30	16,10
United Kingdom	6,4	1,57	57,30	16,40	71,40	10,50	50,50
Germany	6,1	1,43	54,20	14,60	75,50	9,40	46,60
France	4,9	1,35	53,90	13,50	71,90	8,10	50,80
Japan	4,8	1,0	43,3	9,3	86,9	6,9	25,1
India	4,3	0,76	25,80	7,00	93,60	6,00	15,60
Italy	3,8	1,54	51,50	15,20	79,20	10,60	42,60
Canada	3,6	1,46	58,80	14,80	73,60	9,30	47,60
Spain	3,2	1,31	52,70	13,70	77,80	9,00	44,70
Australia	3,2	1,56	56,40	16,30	74,70	10,90	47,30
South Korea	3,1	1,05	43,50	9,90	89,10	7,90	25,60
Brasil	2,5	0,76	33,00	6,90	88,50	4,90	27,30
Russia	2,2	0,77	20,80	6,00	86,90	3,90	26,00
Netherlands	2,1	1,75	65,10	18,30	69,40	11,00	55,30
Iran	1,7	0,88	27,10	8,90	94,50	8,00	20,20
Taiwan	1,6	1,00	45,60	9,20	89,70	7,40	23,40
Switzerland	1,6	1,83	63,00	18,60	62,40	10,20	64,00
Turkey	1,5	0,76	23,90	7,00	90,90	5,20	19,20
Poland	1,5	1,02	32,50	9,30	84,40	6,20	29,30
Sweden	1,4	1,63	61,70	16,20	67,30	9,00	56,40
Belgium	1,2	1,69	59,90	17,40	66,40	9,70	60,60
Denmark	0,9	1,84	65,20	19,80	66,90	11,10	56,50
Austria	0,9	1,56	54,70	16,00	65,60	8,30	58,90
Portugal	0,8	1,25	48,00	12,60	77,20	8,20	47,90
Mexico	0,8	0,83	35,80	7,40	80,80	4,20	39,10
Singapur	0,7	1,78	58,20	17,60	70,60	11,80	58,10
Finland	0,7	1,60	57,10	16,10	70,10	9,20	54,20
Israel	0,7	1,46	62,00	14,60	75,80	8,90	45,40
Greece	0,7	1,31	44,20	12,80	75,60	7,20	45,90

IN: Field-weighted citation impact
 %Q1: Publications in the top 25% journals of the subject area
 Exc: Share of highly cited publications (top 10%)
 Lead: Share of publications with leadership
 ExcLead: Share of highly cited publications with leadership
 Col In: National share of international collab publications
 Source: Elsevier with data from Scopus (August 2015)

The total number of European patents with a Spanish origin in 2014 were 467.

European patents with a Spanish origin. 2000-2014

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
European patents with a Spanish origin	321	361	331	416	348	393	381	405	395	467
Total European patents	53.259	62.777	54.700	59.809	51.969	58.117	62.108	65.655	66.707	64.800
% European patents with Spanish origin of the total European patents	0,60	0,58	0,61	0,70	0,67	0,68	0,61	0,62	0,59	0,72

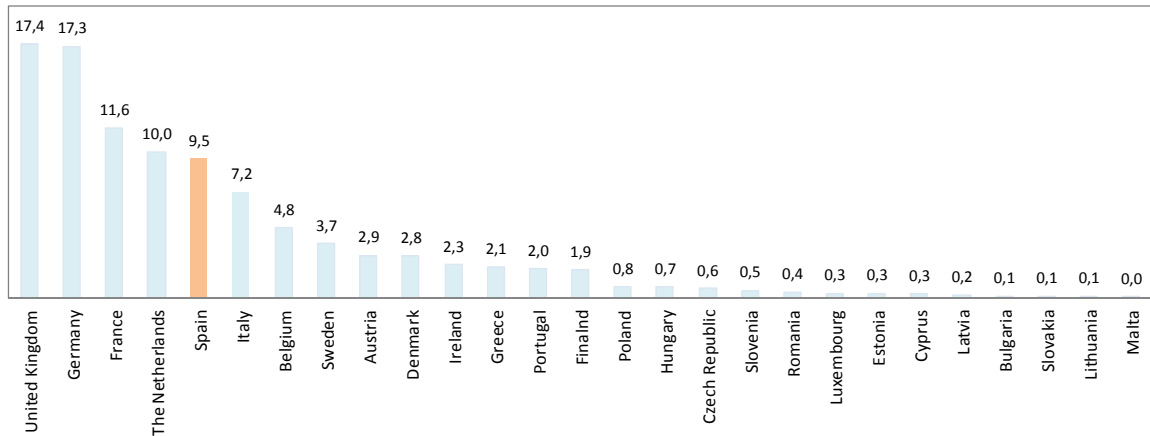
Source: Oficina Española de Patentes y Marcas. Intellectual property statistics (October 2015)

1.3 SPANISH PARTICIPATION H2020

Spain is a very active participant in European research projects. At the moment, around 9% of the H2020 funding is allocated to Spanish institutions. Some of the areas that can be highlighted as especially important for Spanish participation are: Energy, NMBP (Nanotechnologies, Advanced Materials, Biotechnology and Advanced Manufacturing and Processing) and the SME (small and medium-sized enterprises) instrument.

Horizon 2020. 2014

% by country of the total UE-27 countries H2020 allocated budget. UE-27 countries



Note: % by budget means confirmed budget in competitive calls.
Source: CDTI, Frame Programme data portal(November 2015)

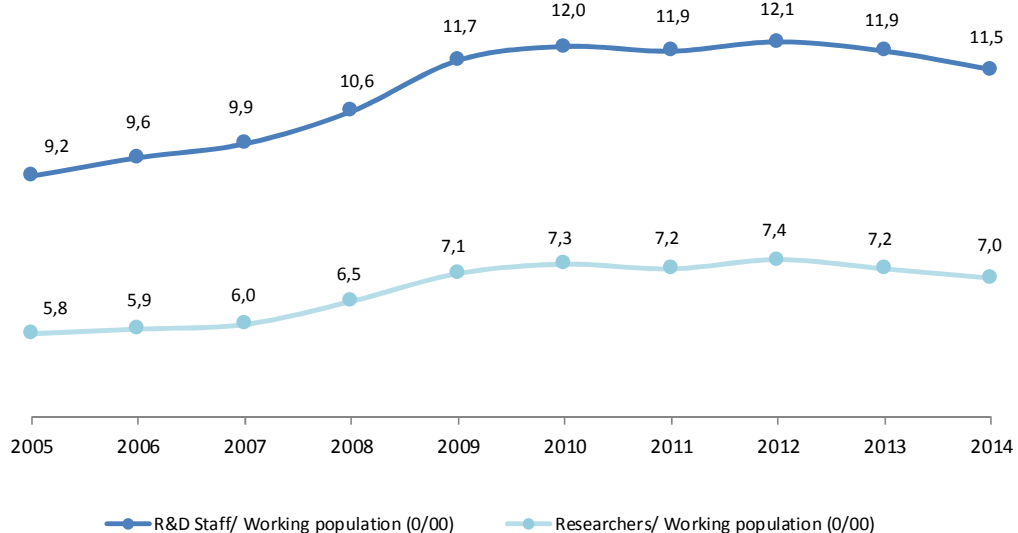
1.4 HUMAN RESOURCES IN RESEARCH AND DEVELOPMENT

In 2014, the system employed 200.232 full time equivalents (FTE), 122.535 of which were researchers. Personnel employed in R&D activities and researchers per thousand of the total employed population were 11,5 and 7, respectively.

By performance sector, personnel employed in R&D in the business sector represents 43,8%, 19,4% for the public administrations , 36,7% for the higher education system and 0,2% for the private non-profit sector. Regarding the distribution of researchers among sectors, the business sector represents 36,6%, the public administration 16,5%, the higher education system 46,8% and private non-profit sector 0,2%.

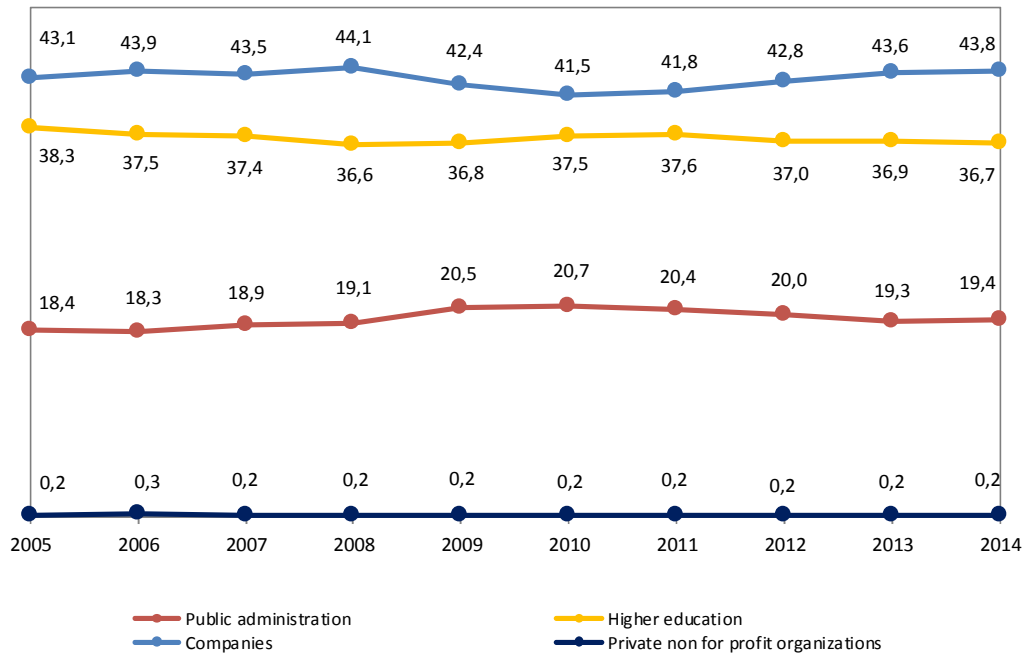
Staff devoted to R&D activities (FTE) in relation to working population. 2005-2014

Per 1000 working people (0/00)



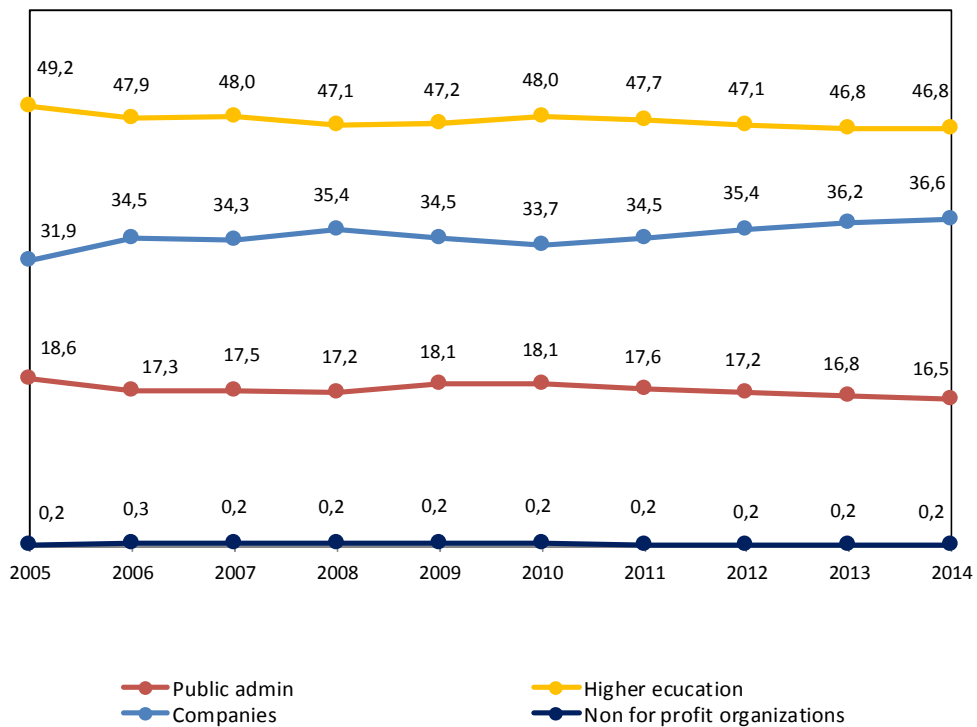
Note: Staff devoted to R&D includes researchers, technicians and assistants
Source: INE, Statistics about R&D activities

Staff devoted to R&D activities (FTE) by sector 2005-2014
Percentage



Note: Staff devoted to R&D includes researchers, technicians and assistants
Source: INE, Statistics about R&D activities

Researchers (FTE) by sector. 2005-2014
Percentage



Source: INE, Statistics about R&D activities

Spanish institutions are highly involved in the European Charter & Code for Researchers² and its implementation through the Human Resources Strategy for researchers³. Thus, up to 41 Spanish institutions have been awarded with the Human Resources Excellence in Research award, a European Commission recognition to their strategies to improve researchers recruitment and working conditions.

2 THE SEVERO OCHOA CENTRES OF EXCELLENCE.

Research and development in Spain is mainly performed in public research organizations, research centres, universities, as well as in technological parks, hospitals, industry, non-profit organizations, etc. One of the main objectives of the Spanish Strategy of Science, Technology and Innovation is to promote institutional strengthening through rewarding and funding Spanish international centres of excellence, the already recognized “Severo Ochoa Centres of Excellence” Programme for independent research centres and “Maria de Maeztu Units of Excellence” Programme for smaller units.

The award is given by the Spanish Government. It recognizes institutions from all areas of knowledge that perform cutting-edge research at world standards. The awarded centers and units show outstanding international scientific leadership and are open to international collaborations. The evaluation committees involved in the selection process are all foreign highly reputed researchers, including Nobel laureates.

Below you may find the list of the awardees, which make the top excellent network of Spanish institutions and who welcome international talent and collaborations.

The **Severo Ochoa Centres** of Excellence are:

- The Barcelona Graduate School of Economics (Barcelona GSE) <http://www.barcelonagse.eu/>
- The Barcelona Supercomputing Center (BSC-CNS) <http://www.bsc.es/about-bsc>
- The Centre for Genomic Regulation (CRG) <http://www.crg.eu/>
- The Spanish National Cardiovascular Research Centre (CNIC) <https://www.cnic.es/en/index.php>
- The Spanish National Cancer Research Centre (CNIO) <http://www.cnio.es/ing/index.asp>
- The Doñana Biological Station (EBD-CSIC) <http://www.ebd.csic.es/inicio>
- The Barcelona Institute for Research in Biomedicine (IRB) <http://www.irbbarcelona.org/es>
- The Astrophysics Institute in Canary Islands (IAC) <http://www.iac.es>
- The Institute of Photonic Sciences (ICFO) <http://www.icfo.eu/>
- The Institute of Mathematical Sciences (ICMAT) <http://www.icmat.es/es>
- The Institute for High Energy Physics (IFAE) <http://www.ifae.es/eng/>
- The Institute for Theoretical Physics (IFT) <http://www.ift.uam-csic.es/>
- The IQT Institute of Chemical Technology (ITQ) <http://itq.upv-csic.es/>
- The Spanish National Biotechnology Centre (CNB) <http://www.cnb.csic.es/index.php/en/>

² <http://ec.europa.eu/euraxess/index.cfm/rights/whatIsAResearcher>

³ <http://ec.europa.eu/euraxess/index.cfm/rights/strategy4Researcher>

- The Catalan Institute of Chemical Research (ICIQ) <http://www.iciq.org/>
- The Institute of Nanoscience and Nanotechnology (ICN) www.icin.cat
- The Basque Centre for Applied Mathematics (BCAM) <http://www.bcamath.org/en/>
- The Centre for Research in Agricultural Genomics (GRAG) <http://www.cragenomica.es/es>
- Basque Center on Cognition Brain and Language (BCBL) www.bcbl.eu
- The Institute of Material Science of Barcelona (ICMAB) www.icmab.es
- The Institute for Bioengineering of Catalonia (IBEC) <http://www.ibecbarcelona.eu/es/>

The Maria de Maeztu Units of Excellence are:

- The Department of Experimental Science and Health at the University Pompeu Fabra (DCEXS) www.upf.edu/cexs/
- The Unit of Structural Biology at the National Council of Research (SBU) www.ibmb.csic.es/index.php?pg=departamento&id
- The Institute of Cosmos Science at University of Barcelona (ICCUB) <http://icc.ub.edu/>
- The Condensed Matter Physics Center at the Autonomous University of Madrid (IFIMAC) www.uam.es/ifimac/
- The Barcelona Graduate School of Mathematics (BGSMath) www.bgsmath.cat/
- The Department of Economics at the University Carlos III of www.eco.uc3m.es/
- The Department of Particle Physics at CIEMAT www.ciemat.es
- The Department of Information and Communication Technologies at the University Pompeu Fabra (DTIC-UPF) https://www.upf.edu/dtic_doctorate/
- The Institute of Environmental Science and Technology (ICTA) www.ictaweb.uab.cat
- The Institute of Molecular Science (ICMOL) www.icmol.es

Further information about the programme can be found here: <http://www.idi.mineco.gob.es/portal/site/MICINN/menuitem.7eeac5cd345b4f34f09df1001432ea0/?vgnnextoid=cba733a6368c2310VgnVCM1000001d04140aRCRD>.

3 RECRUITMENT OPPORTUNITIES

3.1 H2020 RECRUITMENT OPPORTUNITIES

Spain hosts more than 300 ERC grants in more than 50 Host Institutions and is also very attractive for MSCA fellows. At present (2014 and 2015 MSCA calls), more than 220 experienced researchers are carrying out their research in Spanish Institutions, which ranks Spain among the 4 top EU countries. Training and recruitment opportunities are also available for early-stage-researchers in the framework of almost 100 *Innovative Training Network* projects presently funded, in which Spanish entities participate.

In the following tables a brief description of the Marie Skłodowska-Curie actions and European Research Council grants can be found.

MARIE SKŁODOWSKA – CURIE ACTIONS (MSCA)	
Duration	7 years (2014-2020)
Estimated cost	€6.16 billion

Recipients	<p>There are MSCA grants for all stages of a researcher's career, from PhD candidates to highly experienced researchers, which encourage transnational, intersectoral and interdisciplinary mobility. The MSCA will become the main EU programme for doctoral training, financing 25,000 PhDs</p>
Description	<p>The Marie Skłodowska-Curie Actions are a European Commission Funding Programme that support research training and career development focused on innovation skills. The programme funds worldwide and cross-sector mobility that implements excellent research in any field (a "bottom-up" approach).</p> <p>Endowing researchers with new skills and a wider range of competences, while offering them attractive working conditions, is a crucial aspect of the MSCA. In addition to fostering mobility between countries, the MSCA also seek to break the real and perceived barriers between academic and other sectors, especially business.</p>
Characteristics of the grant	<p>Researchers from anywhere in the world can apply for MSCA and conduct their research in Europe, based on their research experience and the fulfillment of the existing mobility rules.</p> <p>In a nutshell, these are the four existing MSCA:</p> <ul style="list-style-type: none"> • Innovative Training Networks (ITN): Train a new generation of creative, entrepreneurial and innovative early-stage researchers in the framework of the network, combining excellent training on scientific and transferable skills. • Individual Fellowships (IF): support for experienced researchers undertaking mobility between countries, with the option to work outside academia. • Research and Innovation Staff Exchange (RISE): support international and intersectoral collaboration through research and innovation staff exchanges. • COFUND: Stimulate regional, national or international programmes to foster excellence in researchers' training, mobility and career development, Positions are available both for early-stage researchers (<i>COFUND Doctoral Programmes</i>) and

	experienced-researchers (<i>COFUND Fellowship Programmes</i>).
Contact address	<p>For general information, please consult the MSCA EU website:</p> <p>http://ec.europa.eu/research/mariecurieactions/index_en.htm</p> <p>To find out more about the open calls, see the <u>Participant's Portal</u></p> <p>If you want information on how to participate in MSCA, please contact the Spanish MSCA National Contact Points:</p> <p>http://www.eshorizonte2020.es/que-es-horizonte-2020/horizonte-2020-en-espana/puntos-nacionales-de-contacto</p>

ERC	
Duration	7 years (2014-2020)
Estimated cost	€13.1 billion
Description	<p>The European Research Council (ERC) is a funding organisation for frontier research. It aims to stimulate scientific excellence in Europe by funding the very best, creative researchers of any nationality and age, and supporting their innovative ideas. Researchers from anywhere in the world can apply for ERC grants provided the research they undertake will be carried out in an EU Member State or Associated Country.</p> <p>ERC grants are becoming more and more internationally recognised as awards for scientific excellence.</p>
Characteristics of the grant	<p>Research projects funded by the ERC can last up to five years and can cover frontier research in any scientific domain, including social sciences, humanities and interdisciplinary studies. The grants may help both emerging research leaders ('ERC Starting Grants' and 'ERC Consolidator Grants') and already well-established and recognised scientists ('ERC Advanced Grants').</p> <p>If you are moving to Europe (EU Member State or Associated Country), you can apply for additional funding, which can total up to €2 million for a Starting Grant (instead of €1.5 million for those already established in Europe), €2.75 million for a Consolidator Grant (instead of €2 million) and €3.5 million for an Advanced Grant (instead of €2.5 million).</p>

<p>For further information consult the webpage</p>	<p>http://erc.europa.eu/</p> <p>If you want information on how to participate in ERC, please contact the Spanish ERC National Contact Points: http://www.eshorizonte2020.es/que-es-horizonte-2020/horizonte-2020-en-espana/puntos-nacionales-de-contacto</p>
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3.2 SPANISH STATE RECRUITMENT OPPORTUNITIES

A very good source of information to identify recruitment opportunities in Spain is the R&D&i Work Programme, which is drawn up on an annual basis and, once approved, it functions as a tool for programming short-term science and technology policies, for coordinating the actions of the General State Administration and as a platform for presenting the integrated activities of the General State Administration and the Autonomous Community Administrations for Science, Technology and Innovation

The Work Programme mainly includes information on the planned calendar of public announcements, stating the terms for presenting and ruling on the different procedures, distributing the annual budget by priority area and programme, assigning the managing bodies for each of the activities and the types of beneficiaries and sectors eligible for grant aid.

The latest Work Programme can be found here (in Spanish only):

http://www.idi.mineco.gob.es/stfls/MICINN/Investigacion/FICHEROS/Programa_Actuacion_Anual_PAA_2015.pdf

There are a few recruitment opportunities that are worth highlighting in this document:

RAMÓN Y CAJAL CONTRACTS (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)	
Duration of the contract	5 years
No. Grants	175
Estimated cost	€54,005,000
Recipients	National and foreign researchers with an outstanding research career who have obtained a PhD between 1 January 2005 and 31 December 2012 (for the 2015 call, these dates might change in the following calls)
Description	The grants are intended to cofund the recruitment of doctors at Universities, Public Research Bodies and other public and private research centres on a non-profit basis. The objective of the grants is to promote the incorporation of national and foreign researchers with outstanding careers as well as their stabilisation in the Spanish System

	of Science, Technology and Innovation. “Ramón y Cajal” contracts have incorporated three types of funding: (1) grants for recruitment; (2) grants for covering expenses directly related to the performing of its research activities and (3) grants for subsequent incorporation in a permanent post at the end of the maximum five-year period established.
Characteristics of the grant	The grants, in the amount of €33,720 per year, are allocated to cofunding the salary and employer’s contributions to Social Security with the minimum pay for researchers being €31,600 per year. Entities will receive an additional allocation of €40,000 per researcher recruited, to cover research expenses. Lastly, institutions which at the end of the “Ramón y Cajal” contract period incorporate the beneficiaries on a permanent basis will receive a grant totalling €100,000
Contact address	Subdirectorato General of Human Resources for Research ramonycajal@mineco.es

JUAN DE LA CIERVA -INCORPORATION (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)	
Duration of the contract	2 years
No. Grants	225
Estimated cost	€14.400.000 €
Recipients	National and foreign researchers who have obtained a PhD between 1 January 2011 and 31 December 2013
Description	The grant addresses young PhDs who have completed their post-doctoral education and meet the scientific criteria requested and have proven scientific leadership. The host institutions can be universities, public research centres, etc.
Characteristics of the grant	The grants, in the amount of €29,000 per year, are allocated to cofunding the salary and employer’s contributions to Social Security with the minimum pay for researchers being €25.000 per year. Entities will receive an additional allocation of €6,000 per researcher recruited, to cover research expenses.
Contact address	Subdirectorato General of Human Resources for Research

	cierva.formacion@mineco.es
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JUAN DE LA CIERVA -TRAINING (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)	
Duration of the contract	2 years
No. Grants	225
Estimated cost	€11,250,000
Recipients	National and foreign researchers who have obtained a PhD between 1 January 2014 and 31 December 2015
Description	The grant addresses early stage researchers who wish to get post-doctoral training in a university or research centre different to the one where their PhD was obtained.
Characteristics of the grant	The grants, in the amount of €25,000 per year, are allocated to cofunding the salary and employer's contributions to Social Security with the minimum pay for researchers being €21,500 per year.
Contact address	Subdirectorate General of Human Resources for Research cierva.formacion@mineco.es

INDUSTRIAL DOCTORATES (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)	
Duration	Up to 4 years
No. grants	50
Estimated cost	€3,000,000
Recipients	These grants cofund the contracts of pre-doctoral researchers that aim to develop their PhD in the industry. At the moment of getting the contract they must have been admitted in a doctoral programme.
Description	The companies beneficiaries of this grant need to co-fund the contract of the pre-doctoral researcher who will participate in an industrial research or an experimental developing project as part of their PhD research. The aim of the grant is to foster the employability of young

	researchers in industry.
Characteristics of the grant	The maximum amount of the grants, which will be allocated to cofunding salaries and Social Security contributions will be 21.800 € with the minimum pay for researchers being €16,422 per year. The exact amount of the grant will be calculated on the total cost of the contract. The grant includes 2,400€/researcher aimed at stays in other institutions, together with 1.500 € to fund the expenses of the doctorate programmes.
Contact address	Subdirectorato General of Human Resources for Research predoctoral@mineco.es

PRE-DOCTORAL GRANTS. TRAINING OF DOCTORS (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)	
Duration	4 years
No. grants	1.022
Estimated cost	€94.419.500
Recipients	Bachelors admitted or enrolled in a doctorate programme at the moment of signing the grant.
Description	Grants devoted to the training of pre-docs in universities, research centres, etc. in any discipline.
Characteristics of the grant	The grants, in the amount of €20,600 per year, are allocated to cofund the salary and employer's contributions to Social Security with the minimum pay for researchers being €16.422 per year.
Contact address	Subdirectorato General of Human Resources for Research predoctoral@mineco.es

PRE-DOCTORAL GRANTS. TRAINING OF UNIVERSITY TEACHERS (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)	
Duration	4 years
No. grants	800

Estimated cost	€65,823,360
Recipients	Bachelors aiming at getting their PhD and admitted or enrolled in a doctoral programme during 2015 or enrolled in a programme that allows them to access a doctoral programme in 2016. .
Description	The grant aims at fostering the training of pre-docs in high quality doctorate programmes with the final goal of fostering these researchers to be incorporated in the higher education and research system.
Characteristics of the grant	The maximum amount of the grants, which will be allocated to cofund salaries and Social Security contributions will be €17.768,16 for the two first years of the grant and € 20.333,76 for year 3 and 4.
Contact address	Subdirectorato General of Training and Mobility of Professors and Teaching Innovation. solicitantes.fpu@mece.es

CONTRACTS FOR TECHNICAL STAFF SUPPORTING R&D&(information for the 2015 call. Requirements and investment in each call might slightly change from year to year)	
Duration	3 years
No. grants	180
Estimated cost	€7,020,000
Recipients	Senior technicians with professional training, individuals qualified with diplomas, technical engineers, graduates, engineers and equivalents.
Description	Grants allocated to public research bodies, public universities, other public R&D centres, non-profit public and private healthcare entities and institutions that perform research, non-profit public and private entities that perform R&D activities, state level Technology Centres and Support Centres for Technological Innovation at state level. The grants, over three years, are allocated to the recruitment of technical support staff to improve the performance and efficiency of equipment, facilities and other R&D+I infrastructure.
Characteristics of the grant	The amount of the grants, which will be allocated to cofunding salaries and Social Security contributions will be: (1) €13,000 per year, with minimum gross remuneration of €16,422/year for graduates, engineers and architects; (2)

	<p>€12,500 per year, with minimum gross remuneration of €15,750/year for individuals with diplomas, technical engineers or technical architects and (3) €12,000 per year, with minimum gross remuneration of €15,000/year for recruiting senior technicians with professional training.</p>
Contact address	<p>Subdirectorato General of Human Resources for Research</p> <p>tecnicos.apoyo@mineco.es</p>

“TORRES QUEVEDO” CONTRACTS (information for the 2015 call. Requirements and investment in each call might slightly change from year to year)	
Duration	3 years
No. grants	200
Estimated cost	€15,000,000
Recipients	<p>Doctors who wish to be employed by companies, including Technology-based Companies and Young Innovative Companies (YICs), Technology Centres, Support Centres for Technological Innovation, Business Associations and other business entities that perform R&D+I to develop experimental and innovation research projects.</p>
Description	<p>Grants for permanent contracts for doctors in the private sector in order to: (i) promote the capacity to perform experimental and innovation research projects; (ii) encourage the incorporation of highly qualified staff in the private sector to perform scientific-technical and innovation activities; and (iii) support the consolidation and development of technology-based start-ups.</p>
Characteristics of the grant	<p>The amount of the grants will be determined in accordance with the eligible budget, the type of project and the type of company, since it is necessary to take into account the maximum net intensity established by the new recently passed EU regulations on State Grants. However, the annual eligible budget will only cover gross annual remuneration equal to or over €18,000, and may not exceed €55,000. The grants must cofund the salary and the employer’s contribution to Social Security for the researchers recruited.</p>
Contact address	Subdirectorato General of Human Resources for Research

	torresquevedo@mineco.es
For more information on these grants:	http://www.idi.mineco.gob.es/portal/site/MICINN/menuitem.7eeac5cd345b4f34f09dfd1001432ea0/?vgnnextoid=83b192b9036c2210VgnVCM100001d04140aRCRD

3.3 REGIONAL RECRUITMENT OPPORTUNITIES

Regional governments play a crucial role in the R&D&i Spanish System. An overview of the regional plans can be found here: http://www.idi.mineco.gob.es/portal/site/MICINN/menuitem.e171137464e93adb0e06146223041a0/?vgnnextoid=c957837762673410VgnVCM100001d04140aRCRD&id1=todas&id2=3682B5&lang_chosen=en

There is a number of regional recruitment opportunities as well, a few of which are highlighted below. For an exhaustive review of the recruitment opportunities in the autonomous regions it is recommended to go to the regional plans websites.

IKERBASQUE	
Outline	The Basque Science Foundation (IKERBASQUE) holds annual calls for applications to attract high level researchers to research institutions in the Basque Country.
Characteristics of the grant	<p>RESEARCH FELLOWS GRANT: The Basque Foundation offers contract positions for postdoctoral researchers, within any of the Basque Research Institution. These Fellowships are intended to offer young promising researchers a track towards a PI role and independent research.</p> <p>RESEARCH PROFESSORS</p> <p>This call for applications offers permanent contracts for experienced researchers in any Basque Research institution. Only high level researchers with a solid track record in research and international research experience will be considered.</p>
More information	http://www.ikerbasque.net/

ICREA	
Outline	Institució Catalana de Recerca i Estudis Avançats (ICREA) is a foundation promoted by the Regional Government of Catalonia. ICREA, through a selection process based on scientific talent, recruits researchers from all over the world. Thus, ICREA also contributes to facilitating the return of researchers who have undertaken their career in research in centres

	outside of Catalonia.
Characteristics of the grant	ICREA Senior Call: The selected researchers are given a permanent position, ICREA Research Professorship (equivalent to tenure) and become ICREA employees. ICREA researchers go through an evaluation process (promotion) at regular intervals throughout their entire career
More information	https://www.icrea.cat/Web/SectionViewer.aspx?section=260

ARAID	
Outline	ARAID launches periodically an international call for applications to fill up to a number of research positions in different research areas. The call for applications is open to candidates of any nationality that fit the requirements of academic and research background. It aims at recruiting outstanding candidates with excellent research record and leadership capabilities. The final number of researchers to be hired will depend on the quality of the proposals and budget availability.
Characteristics of the grant	<p>The positions may be developed at Public/Private Research Centres and Companies in the region of Aragon. ARAID researchers are expected to make substantial contributions to their areas of research, boost the Research Teams they join/create and participate actively in the regional science-technology system. It is generally expected that the successful candidates will become permanent staff of ARAID. The scientific performance of researchers is periodically subjected to external evaluation.</p> <p>ARAID will assist foreign researchers with their visa and work permit procedures. The contracts will be effective only when the candidate is able to work legally in Spain.</p> <p>The selection of applicants will take into consideration the objectives of the Aragon Government's Regional Research and Innovation Plan, which prioritizes certain areas (see the list below). However, applications from outstanding researchers in any area of knowledge may also be considered</p>
More information	http://www.araid.es/en/content/international-call-recruitment-researchers-2015

OPORTUNUS	
Outline	The Innovation Agency of Galicia (GAIN) intends to reinforce the recruitment of first class researchers in the region.
Characteristics of the grant	It offers to ERC Grant holders a permanent contract with the Galician

	<p>Innovation Agency (GAIN), subject to evaluations every 5 years by an external committee. It also provides specific support for young scientists with potential for obtain the prestigious ERC Grants.</p>
<p>More information</p>	<p>http://gain.xunta.es/artigos/456/oportunius xestion.gain@xunta.es</p>

4 IMPORTANT INFORMATION FOR INCOMING RESEARCHERS

Spain belongs to the EURAXESS initiative that provides support to researchers and their families when arriving to the country (in key issues such as visas, housing, schooling, etc.). The Spanish Foundation for Science and Technology (FECYT) is the national coordinator and the Spanish network and there are almost 100 services and local centres ready to support incoming researchers. All the information can be found at www.euraxess.es/eng

Also, FECYT publishes every two years a very exhaustive up-to-date information about the labour situation, everyday life, and the specific characteristics of Spain, as well as the procedures necessary to become established in our country: <http://www.euraxess.es/eng/services/foreign-researchers-in-spain>