

Barcelona, July 22nd, 2020

Job Call:

Talent Development and Work Environment full-time officer to help develop the ICM SEVERO OCHOA strategic plan.

Location: [Institut de Ciències del Mar \(ICM\)](#), CSIC, Barcelona

Gross annual salary: 28,000 – 34,000 euros (full-time position)

Duration: One year. Renewal up to three years depending on results.

The Institut de Ciències del Mar (ICM) of the Spanish National Research Council (CSIC) is currently looking for an experienced professional on career development and work environment, to help develop the ICM's Strategic Plan 2021-2024 funded through the Severo Ochoa Excellence Award. The successful candidate will be integrated in the ICM's Research Support Office, and will carry out the tasks in coordination with the ICM Directorate, the ICM Research Strategy Committee and the ICM Equality Task Force.

Requirements

- Degree in experimental or social sciences.
- The candidate must have proven experience in positions related to mentoring/ scientific career development or work environment strategies in research institutions.
- Very good interpersonal communication and networking skills.
- High spoken and written fluency in English, Spanish and Catalan.

Job description

The primary responsibility of the Talent Development and Work Environment Officer will be the following:

- To implement a career development program for researchers and technicians.
- To implement a positive and healthy environment that promotes collaborative research and eases the integration of incoming fellows and workers to ICM.
- To supervise good practice protocols that ensure scientific ethics and equal opportunities for women and minorities.
- To promote mobility of young researchers and technicians to other national and foreign centers of excellence.
- To encourage the participation in international training initiatives.

- To help develop and monitor personalized career development.
- To develop and monitor internal procedures that help creating new positions for researchers and technicians.
- To define and apply coordinated actions and strategies to attract and retain the best young researchers and to attract the best foreign scientists.

Contact and further information

The interested candidates should send a letter of motivation and a CV by email **before Friday, September 11th**, 2020, to:

Valentí Sallarès, Vice-Director of Research Strategy of ICM
vsallares@icm.csic.es