

Call for Expression of Interest for a Job Offer

Technician: Talent and Training Unit, CEAB-CSIC

The Centre for Advanced Studies of Blanes (CEAB) is one of the 121 institutes of the Spanish National Research Council (CSIC), one of the largest public research institutions in Europe. Founded in 1985 and located on the Costa Brava, CEAB has a unique specialisation in aquatic ecology, covering high mountain and river ecosystems as well as coastal and marine environments, with a highly multidisciplinary approach (genomics, taxonomy, modelling, biogeochemistry, etc.). Its mission is to understand and protect aquatic ecosystems in response to global change, promoting their restoration and sustainability. More information: <https://www.ceab.csic.es/>.

DESCRIPTION OF THE CALL

CEAB-CSIC is seeking candidates to fill a newly created position, which will be offered through the CSIC Employment Pool. Within the framework of the DEEP-MaX Programme, a CSIC initiative that sets out a pathway towards excellence and is implemented through a Scientific Project and an Excellence Plan at the centre level, we require a specialist in talent attraction, retention, and development within the framework of R&D&I.

The selected candidate will work in a newly established unit, the Talent and Training Unit at CEAB-CSIC, which will be part of the Research Promotion Office at the centre. The candidate will work under the supervision of the Director, collaborating with the different units of the Research Promotion Office (strategy, internationalisation, communication, knowledge transfer, etc.), as well as with the Administration and Management of the centre.

The objective of this new unit is to enhance the attraction and retention of scientific and technical talent, both nationally and internationally, as well as to promote professional development and training. This includes improving and standardising onboarding and departure protocols, strengthening strategic alliances with universities and other entities, promoting internal training, creating and implementing mentoring initiatives, and providing guidance on funding and professional development opportunities.

TASKS TO BE PERFORMED

Setting up and managing the new unit. Specific tasks may include:

- **Strategic mapping and partnerships:** Conducting strategic mapping and diagnosis, identifying opportunities, and establishing strategies and partnerships for talent acquisition, retention, and training.
- **Career development and funding support:** Providing guidance and support on funding calls and programmes for scientific and technical staff.
- **Talent management and staff well-being:** Developing onboarding and departure protocols, implementing mentoring programmes, and organising career guidance sessions.
- **Organisation of training and scientific events:** Supporting the organisation of scientific seminars, workshops, and internal training sessions.
- **Internal communication and management:** Managing the unit, optimising internal processes, and coordinating communication and dissemination channels.

PROFESSIONAL PROFILE

Essential requirements:

- Meet the hiring requirements for CSIC staff. I
- Knowledge and/or experience related to the tasks to be performed.
- Knowledge of English (minimum level B1 or equivalent).
- Proficiency in Spanish and/or Catalan (C1 level or equivalent).
- Leadership, autonomy, teamwork, and strategic vision, with strong interpersonal skills and motivation for continuous learning.

Other desirable qualifications:

- Education and/or experience in biology, ecology, environmental sciences, environmental engineering, or similar disciplines.
- Education and/or experience in fundraising (Spanish State Plan for Scientific and Technical Research, EU Framework Programme).
- Education and/or experience in human resources management and training, especially in the R&D&I sector. Knowledge of scientific and technical career pathways in Spain and the EU.
- Experience in coordinating and organising events.
- Knowledge and/or experience in R&D&I management and promotion: internationalisation, communication, scientific culture, scientific strategy, etc.
- Experience in R&D&I centres and/or knowledge of the operation of Public Research Organisations within the Spanish General State Administration (OPIs-AGE): regulations and operations.
- Knowledge of the R&D&I model in Catalonia (CERCA centres, ICREA programme, AGAUR, etc.).
- Proficiency in English (C1 level or equivalent) and knowledge of other languages.
- Availability for occasional travel and on-site work.

CONDITIONS OFFERED

- Contract and salary: Permanent contract for scientific-technical activities, with salary scales according to AGE public sector employment regulations.
- Start date: June/September 2025.
- Selection and hiring: Through the CSIC Employment Pool.
- Workplace: Centre for Advanced Studies of Blanes, CEAB-CSIC. C/ d'Accés a la Cala St. Francesc, 14, Blanes - Girona – 17300.
- Remote work: Subject to current CSIC regulations.
- Training: Training opportunities based on needs.

HOW TO APPLY

Send your CV and a cover/motivation letter (maximum 2 pages) detailing your interest, suitability, and how you meet the specified requirements to info@ceab.csic.es with the SUBJECT: "Call MaX Talent + Candidate's Name and First Surname".

Application deadline: 16th April 2025

For enquiries, contact info@ceab.csic.es with the subject "Call MaX Talent: Enquiry".

¹ More information can be found in the [Resolution of the Presidency](#) of the Spanish National Research Council, which announces the call for a temporary employment pool for hiring staff under research projects, agreements, and contracts.