CIMNE®

International Centre for Numerical Methods in Engineering

HR EXCELLENCE IN RESEARCH

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Centre Internacional de Mètodes Numèrics a l'Enginyeria ® Q5850006G

JOB VACANCY ANNOUNCEMENT

VAC-2025-28 – Talent Officer

Number of places: 1

Category: TECMIG

Workplace: Barcelona

Salary (gross): between 28.149,16 € - 35.186,46 €

Weekly working hours: Full time (40h/week)

Contract type: Permanent contract linked to duration of the project

The International Centre for Numerical Methods in Engineering (CIMNE) is a research organization created as a partnership between the Government of Catalonia and UPC, in cooperation with UNESCO. The aim of CIMNE is the development of numerical methods and computational techniques for advancing knowledge and technology in engineering and applied sciences.

The CIMNE Strategic Plan is based on four pillars: Research, Relationships, Talent, and Impact. Thus, one of the main objectives is to "Attract, retain, and train the best researchers, innovators, and international professional support staff," reflecting the importance given to talent and its comprehensive management. Since its foundation, CIMNE's international character has strengthened its commitment to continuously attracting global talent.

CIMNE has been granted with a project (CATALICE) for the creation of a Research Talent Recruitment Office (OCPI) to manage talent comprehensively. This office will enable a more specialized and efficient organization and management, facilitating the attraction, retention, and development of the best international researchers and innovators in the field of computational mechanics and numerical methods.

CATALICE represents a key opportunity to drive changes. This office will assume specific responsibilities related to the comprehensive management of research talent and will complement CIMNE's existing service offerings. Additionally, the OCPI will leverage established networking dynamics with other departments and units, coordinating joint actions to attract, retain, and consolidate international talent. The OCPI will be integrated into the People Area of CIMNE.

The main duty of the position will be to be responsible for coordinating and implementing strategies for the development of human capital and developing and promoting career plans, including training programs.

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Functions to be developed:

- Implement strategies to attract international research and technical talent
- Implement integration and professional development programs for international researchers.
- Create welcome plans
- Coordinate training, mentoring, and networking activities for newly recruited personnel.
- Monitor career plans
- Promote equal opportunities and inclusivity in the recruitment of international talent.
- Create links and connections through seminars and coffees, international fairs and academic networks.
- Collaborate with universities, research centers, and international organizations to identify potential talent.
- Create integration into the local culture and culture of CIMNE

Required skills:

- Bachelor or Master related with HR discipline (Labour relations, social sciences or related fields)
- Fluent in English (Advanced level)
- Experience in an international research environment

Other valued skills (not mandatory):

- Experience in a similar role
- Knowledge of international policies related to researcher recruitment and mobility.
- Proactive and teamwork
- Strong organizational skills and a focus on continuous improvement.

Qualification system:

The requisites and merits will be evaluated with a maximum note of 100 points. Such maximal note will be obtained summing up the following points:

- Academic qualifications: 20%
- Training and development: 20%
- Professional experience: 20%
- Knowledge of the Catalan language: 10%
- Knowledge of the English language: 10%
- Selective tests and interview: 20%

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Generalitat de Catalunya

UNIVERSITAT POLITÈCNICA DE CATALUNYA BARCELONATECH

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CERCA Centres de Recerca de Catalunya

Candidates must complete the "Application Form" form on our website, indicating the reference of the vacancy and attaching the required documents.

The deadline for registration to the offer ends on April 4th, 2025 at 12 noon.

The preselected candidates may be requested to send the documentation required in the "Requirements" and "Merits" sections, duly scanned, and may be called to go through selection tests (which might be of eliminatory nature) and / or personal interviews.

Commitment to inclusitvity:

At CIMNE, we champion workplace equity, diversity, and inclusion. We're committed to fostering a culture where everyone can thrive, leveraging diverse talents and backgrounds. We welcome all applicants regardless of color, religion, gender, origin, abilities, gender identity, sexual orientation, pregnancy or any other characteristic. Join us in building a community that values, celebrates, and respects every individual.

HR Excellence in Research:

CIMNE welcomes and supports the principles of European Commission's *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*, embracing a transparent, attractive, and open labour market in research. The centre's Human Resources Strategy for Researchers (HRS4R) includes an action plan with actionable short and long-term actions to support a high-quality working environment for all. Further information can be found *here*