

## IMIM Talent Attraction Program

IMIM has a continuous open program on talent attraction for researcher of different levels who want to lead an independent group at our institution. Potential candidates send [this form](#) to our Department of Excellence ([excellence@imim.es](mailto:excellence@imim.es)) indicating “IMIM Talent Attraction Program” in the subject.

## Independent Researcher R3

### Candidates

Candidates to be Independent Researcher R3 at IMIM must have a grant that cover, o partially cover a, their salary. Some of the possible calls for it are Ramón y Cajal, Miguel Servet, La Caixa Young Leader, etc.

### Process

1. Expression of interest will be collected by the Department of Excellence of IMIM (DoE) every year from 1<sup>st</sup> April to 31<sup>st</sup> December. Candidatures received after deadlines will be considered only with prior acceptance of the Internal Scientific Committee.
2. External candidates will be invited to present their work to the rest of the members in the institution through an open seminar, that will be organized by the DoE in collaboration with the Department of Communication of IMIM.
3. Prioritization of candidates will be carried out in the first trimester of the year by the External Scientific Advisory Board of IMIM according to the following criteria:
  - Scientific productivity potential
  - Resource attraction potential
  - Translational activity potential
  - Alignment with the priority lines of research at the Institution
4. The number of selected candidates by year will be limited in order to guarantee a sustainable growth at the institution.
5. Selected candidates will be supported by IMIM as host institution in any of the R3 competitive calls mentioned above.