CINBIO

nano4talent

CALL 2 OPENING postdoctoral FELLOWSHIP

REFERENCE: xxxx-xxxxxx

DEADLINE FOR APPLICATION: 20/04/2026 (to be confirmed)

NANO4TALENT is an ambitious international transboundary Postdoctoral Programme that will award **5 postdoctoral positions for 24 months in two calls**. Fellows will freely define an interdisciplinary research project fitting their individual interests and involving two different research groups from the core areas of CINBIO (Nanomaterials and Biomedicine) and promoting new collaborations and synergies between CINBIO researchers.

The **NANO4TALENT** Programme represents a unique opportunity to strengthen the ties between these two areas and consolidate the positioning of CINBIO as an international research centre in nanomaterials and biomedicine. The COFUND programme will also boost **CINBIO's** capacity-building by establishing synergies with funding from the regional government.

This Programme will be deeply imbued with the guidelines of the HRS4R, thus offering research freedom, equal opportunities, local career-supporting structures, a well-connected regional ecosystem of R&D actors, and high-quality working conditions.

Overall, the **NANO4TALENT** Programme provides a unique springboard to prepare postdoctoral fellows for a successful career in the European academic and private sectors, aiming at decision-making positions. This programme will also boost the interdisciplinary research at **CINBIO**, catalyse institutional capacity-building and cement strategic collaboration across sectors even further.

POSITION

CINBIO is a public multidisciplinary research centre, under the umbrella of Universidade de Vigo (**UVigo**), which focuses on developing groundbreaking research in two main areas: **Nanomaterials** and **Biomedicine**. **CINBIO** was created in 2009 and hosts more than 170 staff members distributed in 15 different research groups that clusters chemists, physicists, biologists, and material scientists with extensive experience in research and training activities.

UVigo has been recognised in the Shanghai Academic Ranking of World Universities since 2011, with nearly 20.000 students and more than 2.100 researchers in 179 research groups. UVigo has a strong track record in European research and innovation, including Marie Skłodowska-Curie Actions. Securing €35.74 million in 2025 of funding for 154 research projects, including 19 Horizon Europe projects worth €8.95 million. In

the last decade, **UVigo** has placed considerable emphasis on R&D activities by way of numerous internal funded projects, as well as through the creation of recognised research centres and support infrastructures/services, **CINBIO** included.

CINBIO is currently **leading a** PhD program and participates in other 9 out of 27 active at **UVigo** in the fields of Science, Health and Engineering. Thanks to a multidisciplinary and international research team, in 2025 **CINBIO** raised more than 5,98 M€ through competitive public funding calls. CINBIO holds 30 active patents and has generated 6 spin-off companies. In 2025 CINBIO was involved in 6 Horizon Europe projects.

Since 2016, **CINBIO** has been acknowledged as a Research Centre of Excellence by the Regional Government, receiving financial support with a 3/4-year framework to implement strategic improvements in personnel and infrastructure, enhancing its recognition from the local to the national and international levels. After a consolidation period, **CINBIO** has designed a strategic research programme to be implemented during 2023-2026, to achieve a consolidated interaction between the two main research areas: Nanomaterials and Biomedicine. Nanomaterials have distinctive features at the nanoscale, leading to unique properties that make them extremely useful for applications in medicine and other fields. This cross-disciplinary field can transform medical science in various aspects, such as imaging and diagnostics, therapy, drug delivery, and medical devices. Biomedicine research, with many groups involved, include... in prevention (vaccines), diagnosis and therapy of several illnesses, including cancer, infectious, autoimmune and rare diseases. By bringing together experts from various disciplines, the centre strives to drive innovation in nanotechnology and biomedicine, aiming to make outstanding contributions to society and improve the lives of people around the world.

NANO4TALENT Selected candidates will have a competitive salary, access to unique facilities and to the multidisciplinary research and training environment, provided by excellent PIs, researchers, entrepreneurs, and knowledge users from >10 partner institutions. Fellows will be trained in state-of-the-art and novel methodologies both at **CINBIO** and via secondments/visits, gaining important career-enriching experiences. Our non-academic partners close a gap of state-of-the-art methodologies and instrumentation, providing essential perspectives for practice-oriented nanoscience.

Candidates **will need to freely define an individual-driven, interdisciplinary research project**, involving two different research groups from the core areas of CINBIO (**Nanomaterials** and **Biomedicine**) and exploring new collaborations and synergies between **CINBIO** researchers. Candidates are **encouraged to directly contact** one or more PIs to better understand their research lines and explore the feasibility of potential ideas.

JOB DESCRIPTION

CINBIO is looking for **2 postdoctoral researchers** to define and fully develop an innovative, disruptive and interdisciplinary research project in the frame of the

programme "**101179069-NANO4TALENT: post-doctoral talent attraction programme to boost research career in the field of nanomaterials for biomedicine**" funded by the EC under the call **HORIZON-MSCA-2023-COFUND-01**.

We look forward to applications by excellent researchers in the areas of **nanomaterials**, **biomedicine,** or **nanomaterials applied to biomedicine**, and related areas, to define an ambitious and interdisciplinary research project, fitting their individual interests and involving two different research groups from the two different core areas (Nanomaterials and Biomedicine) and exploring new collaborations and synergies between CINBIO researchers. Check CINBIO research groups here.

It is advisable to directly contact the relevant CINBIO PI to ensure the best alignment between the candidate´s interests and CINBIO priorities, before submitting the application.

The selected candidates will join the **CINBIO** staff and be fully supported by two supervisors, preferably, from the two different areas of **CINBIO** and will complete their transversal skills preparation through secondments, training and mentoring provided by the 16 international associated partners from both academic and non-academic sector.

ELEGIBILITY CRITERIA

- Comply with the transnational MSCA mobility rules of COFUND – candidates who have resided or carried out their main activity (work, studies, etc) in Spain for more than 12 months in the 36 months immediately before the call deadline are not elligible. Compulsory national service, short stays such as holidays and time spent as part of a procedure for obtaining refugee status under the Geneva Convention are not taken into account.
- Be in the **possession of a doctoral degree** or have successfully defended the doctoral thesis (but not yet formally awarded the degree) by the deadline of the programme's call in a relevant field of Biology, Biochemistry, Medicine, Biotechnology, Pharmacy, Biomedical Engineering, Chemistry, Physics, Materials Science, or related areas.
- Comply with the **necessary and desirable competences** in any scientific discipline linked to the field of nanomaterials with application in biomedicine.
- Be able to carry out **full time research** during the fellowship period (2 years).
- Be fluent in oral and written **English.**
- Submit an **admissible** application within the deadline.

EVALUATION CRITERIA

Candidate qualifications and research proposals will be evaluated attending to the following criteria:

Academic merit:

- Awards/honours (awarded grants & scholarships, prizes, etc.).
- Postdoctoral experience
- Leadership experience.
- Coordination and/or participation in scientific projects.
- Publications
- Conference communications.
- Public engagement activities; experience in technology transfer activities, innovation activities and patents; language skills; soft skills; other relevant competences.

Research proposal:

- **Excellence**:
  - Quality and credibility of the research/innovation project.
  - Cross-disciplinary nature of the proposal, linking nanotechnology and biomedical research
  - Level of novelty, appropriate consideration of inter/multidisciplinary and gender aspects.
  - Quality and appropriateness of two-way transfer of knowledge between the researcher and the host.
- **Impact**:
  - Potential of the researcher to reach or reinforce professional maturity/ independence during the Fellowship.
  - Enhancing the future career prospects of the researcher after the fellowship.
  - Quality of the proposed measures to exploit and disseminate the project results.
  - Quality of the proposed measures to communicate the project activities to different target audiences.
- **Implementation**:
  - Overall coherence, effectiveness, and appropriateness of the work plan (including milestones and expected results) and assessment of risks.
  - Appropriateness of the host research group facilities/infrastructure and staff.

HOW TO APPLY

Selection process will be conducted officially by the University of Vigo only by electronic means (see official position publication here). If you are interested in applying, please follow the subsequent steps:

-**STEP 1**: Follow the link https://sede.uvigo.gal/public/catalog-detail/xxxx and click "Iniciar tramitación" button. You will need to use any digital certificate to access. Note! In the subject include just the OFFER REFERENCE (xxx-xxxxx).
Exceptionally for this procedure, only for non-EU citizens, an alternative procedure can be used for identification. Send an email to estranxeiros@uvigo.gal, **at least two working days before the end of the deadline** for submitting applications. For further support contact PMO nano4talent@uvigo.es.

-**STEP 2**: Attach the following documentation by date in the platform:

1. A **research proposal** in English (maximum length of 5 pages and 15,000 characters), describing a 24-month project, your interest in the NANO4TALENT call, any relevant fieldwork or preliminary work, and the expected results. The proposal must identify at least one potential CINBIO research group and supervisor, describe any envisioned secondment(s) and their career benefits, and include a summarised Data Management Plan and a sex/gender and diversity perspective.
2. A **motivation letter** (maximum 1 page).
3. **CV**, including personal information, educational background (undergraduate, doctorate and other degrees), and research track record.
4. **Recommendation letters or contact details of professional references.** (optional).
5. Completed **administrative form**, including personal details, place of activity/place of residence during the previous 3 years, name of selected research group at CINBIO, and five keywords related to the proposal.
6. Completed and signed **ethical issues form**.
7. Scanned copy of **PhD diploma** or an official statement on the certified date of the successful defense (not award) of the PhD.

STEPS OF THE SELECTION PROCESS

The selection process will take approximately 18 weeks from the call deadline to the actual researcher employment. The workflow will consist of the following five main phases:

Phase 1. Application process (12 weeks): Through **UVigo** online tool, which can be used by European applicants, to automatically receive all documentation through their digital identification card. Non-European applicants will receive the same documentation via e-mail. Applicants will receive an email confirming receipt of the application and an outline of the next steps and timeline of the selection process.

Phase 2. Admissibility and eligibility check (3 weeks): After the deadline, the **PMO** will perform admissibility and eligibility checking of all submitted applications and communicate the outcome to the applicants within two weeks.[1] Applicants with an incomplete application will be rejected. Applicants not fulfilling the criteria will be given the reason(s), with the opportunity for rebuttal on procedural shortcomings. If deemed

[1] **PMO**: Programme Management Office, comprised by the Programme Coordinator (PC), the Programme Manager (PM) and the HR Coordinator (HRC).

a valid request, the PMO will re-evaluate and inform the applicant of the outcome within 5 working days. Eligible applicants will be informed of the status of their application (eligible, sent to review).

Phase 3. Evaluation of applications (4 weeks): Executed by three external experts (**EP**).[2] Each proposal will be first assessed independently by the individual experts, against the evaluation criteria (Excellence, Impact, Implementation, and Applicant qualifications) and weighing score system set out in the call. Scores will be awarded with a resolution of two decimals, with the rating scale (0 to 5). Once all proposals have been scored individually, a consensus meeting (remote) will be held for each evaluation panel to discuss the applications and agree on the scores for each candidate. Based on the scores attributed by the experts, the PMO will prepare an applicant ranking list. The 10 highest ranked Candidates, with a score above a threshold of 7 out of 10 (>70%), will be invited to a remote evaluation phase for interview.

Phase 4. Interviews (2 weeks): Will be carried out for a 2 week-period by the **IP**,[3] using a safe, secure, and reliable video-conference solution (e.g., Zoom). Each interview will be clearly structured with a given template and scoring chart, will last up to 45 minutes, and will be scored using the evaluation criteria. The outcome of the interview will be a written Evaluation Summary Report (ESR) for each candidate.

Phase 5. Final ranking and selection of candidates: The PMO will elaborate a draft ranking list and a waiting list, taking into consideration the sum of the remote evaluation and the interview. This list will be sent to the CC,[4] who will be responsible for formally approving which applications are to be selected based on the scores obtained in the previous evaluations. **The final ranking list will include the top 3 selected candidates whereas the waiting list will include the next top 5 candidates**.

PHASE 3. Evaluation phase (remote)		
Item	**Criteria**	**Weight**
CV	**Academic merit**	**20%**
Research proposal	**Excellence**	**35%**
	Impact	**25%**
	Implementation	**20%**
Total Phase 3 (Threshold: 70/100)		**70%**
PHASE 4. Interview phase (remote/onsite)		

[2] **EP**: Evaluation Panel, 3 internationally renowned external experts in nanomaterials applied in biomedicine who will be appointed based on the expertise needed to assess the various research proposals.

[3] **IP**: Interview Panel, consisting of two representatives from the EP and at least one scientific representative from CINBIO.

[4] **CC**: Selection Committee, comprised by the Assistant Director of CINBIO, the Coordinator of Nanomaterials area, the Coordinator of the Biomedicine area, and three independent scientific external experts.

Project and Career prospect	Presentation of the project by the fellow. Scientific discussion. Match of career path with the proposed research. Ability to answer CV-related questions.	**65%**
Transversal competences	Motivation and charisma. Clarity of presentation. Oral English skills. Ability to communicate during interview. Analytical capacity. Leadership. Teamwork spirit.	**35%**
Total Phase 4 (Threshold: 70/100)		**30%**
Total Phase 3 + Phase 4 (Threshold: 70/100)		**100%**
Scoring guide (% of maximal points)-Decimal points **0 – Fail. The application fails in this criterion or cannot be judged due to incomplete information; 1– Weak. The application has serious weaknesses or is addressed in an inadequate manner; 2 – Fair. The application broadly addresses the criterion, but there are significant weaknesses; 3– Good. The application addresses the criterion well, although improvements are necessary; 4– Very Good. The application addresses the criterion very well, only minor improvements are still possible; 5– Excellent. The application successfully addresses all relevant aspects of the criterion.**		

EMPLOYMENT CONDITIONS

- 24 months contract.
- Highly competitive salary: **2.940,00€**/month (gross) + **800€**/month for research costs and **120€**/month for travel.
- Mandatory withholdings and taxes in Spain include access to public health system, unemployment insurance and retirement pension contribution.
- Full access to CINBIO research infrastructure: more than 30 fully equipped labs to perform experiments and computational analysis adapted to the needs of each group and research area, common labs containing general and more sophisticated equipment for specific techniques, including a Bioexperimentation Unit (bioexperimentation SPF and ANCB-2), a Characterization Unit (nanobiomaterials, microscopy, flow cytometry and molecular biology) and a Sample Preparation Unit (histology and cellular culture, NCB-3 lab).
- Additional access to consolidated infrastructures and services, e.g., Bioexperimentation Service, CACTI, Biobank at Alvaro Cunqueiro hospital, and other hospitals in the region of Galicia (e.g., Ourense and Pontevedra hospitals).
- Further UVigo/CINBIO benefits include more than 22 paid vacation days, additional days for private matters (6) and for conciliation (3), lactation room with elements to guarantee maximum comfort and tranquillity, labour flexibility plan to promote compatibility between work and family, other conciliation services like nursery schools, children's leisure activities as the Campus Camp, sports schools, theatre classes, etc.
- We are committed to providing full support from the management and leadership team to help you advance your career towards an independent position.
- Place of employment is Vigo, Spain.

EQUAL OPPORTUNITIES

CINBIO strives to offer equal opportunities and attract talent from diverse backgrounds, offering identical access to all candidates. NANO4TALENT recruitment will treat all candidate researchers equally, independently from their gender, age, ethnicity, national or social origin, religion or belief, sexual orientation, language, disability, political opinion and social or economic condition. The Programme seeks to create an inclusive ecosystem designed to be clear, transparent and equitable, following national legislation, university policies and the European legislation (Directive 2006/54/EC) on equal opportunities, anchored in UVigo's III Equality Plan 2020-2024. Specific measures to ensure equal opportunities in the Programme will include:

- **Consideration of career breaks**: Candidates who practiced a career break (e.g., parental and sick leave, family care leave, compulsory military service, or refugee status) will be assessed on their scientific merit with respect to the active academic and research period and treated equally to candidates without career breaks during the selection process. The expert evaluators will receive briefing prior to the assessment process on this matter and will be instructed to look at the career as a whole and to consider career breaks as a potentially valuable contribution to the applicant's profile rather than a penalty.
- **Promotion of gender balance**: The Programme is committed with a representative gender balance across all levels, including at managerial and supervision level. All the involved experts belonging to the different committees/panels will be briefed on unconscious bias via resources offered by the EU gender portal. Should a male and a female researcher achieve the same evaluation results, selection will be based on gender balance at the CINBIO. A gender-action plan will be developed under the present Programme to promote female participation.
- **Attention to diversity**: The Programme call will encourage the participation of candidates with disabilities. Fellows with disabilities will receive adapted support to their specific needs and mentoring/peer support groups, ensuring the necessary technology and materials for guaranteeing their career development.
- **Flexibility conditions**: To ensure work-life balance and to raise awareness about its relevance, specific measures including flexible schedule will be applied to researchers involved in child-caring duties or providing help to dependent situations.

PROTECTION OF PERSONAL DATA

UVigo and CINBIO assume responsibility for complying with current legislation on data protection. Among its objectives is to guarantee the protection of information and the processing of personal data for students, teachers, administrative and service staff and, in general, any other citizen who has had any relationship with the institutions at any time.

The protection of individuals in relation to the processing of personal data is a fundamental right protected by article 18.4 of the Spanish Constitution. The fundamental right to data protection recognizes that individuals have the power to control their personal data and the ability to dispose of and decide on them.

Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of individuals regarding the processing of personal data and on the free movement of such data (GDPR) establishes the principles and rules that guarantee the essential content of the fundamental right to protection, reinforcing legal certainty and transparency.

Organic Law 3/2018, of December 5, on the protection of personal data and guarantee of digital rights (LOPDGDD) provides for the adaptation of Spanish law to the GDPR, preserving the principle of legal certainty and seeking complementary internal regulation to make the application of the GDPR fully effective.

APPEAL PROCEDURES

The eligibility check, the evaluation and final ranking of applications can all be rebutted if a candidate suspects procedural shortcomings. A suggestion on the format for rebuttals is available on the NANO4TALENT website. Within five days of the respective information to candidates, candidates can send their rebuttals to the PMO via e-mail. Within the next seven days, the PMO will either a) re-evaluate the eligibility or b) forward the request to an External Rebuttal Reviewer if the evaluation procedure is contested. This will be an independent external expert who will assess the request and analyze the achieved score and decision, sending a Rebuttal Report to the PMO. In cases of identified procedural shortcomings or factual errors that may impact the ranking results, the application will be re-evaluated and re-ranked. In such cases, the PMO will recruit three new external reviewers who will be given 7 working days to produce individual assessment reports, reach consensus, score, and produce a final (new) ESR. Rebuttals of this adjudication procedure will not be permitted.

CONTACT

NANO4TALENT PMO

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