

Forest Science and Technology Centre of Catalonia (CTFC) is a research centre affiliated with the Generalitat de Catalunya (the Catalan government), and it reports to the Ministry responsible for forest issues.

CTFC is a CERCA centre and a government accredited TECNIO agent (developer of public technology).

It was granted a 'Human Resources Excellence in Research' award by the European Commission, recognizing CTFC as a European research institution that fosters an attractive and motivating work environment.

## Analyst in forest restoration, management and disturbance impacts on biodiversity & ecosystem services under global change

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Reference:24-07-00039

The Forest Science and Technology Centre of Catalonia (CTFC), located in Solsona (Pre-Pyrenees, 120 km from Barcelona), Spain, employs app. 160 staff, produces >120 scientific articles annually and has a turnover of app. 9 Mil. €/year. Further institutional information is available at: [www.ctfc.cat/en](http://www.ctfc.cat/en).

CTFC's research activity is organised around three programs: 1) Multifunctional Forest Management; 2) Landscape Dynamics and Biodiversity; 3) Bioeconomy and Governance. A Project Promotion Office (PPO) gives support to all the researchers and technicians in managing projects. As part of the Landscape Dynamics and Biodiversity program, the CTFC undertakes research on forest growth and yield modelling, ecosystem services provision modelling, innovation in multi-purpose forest planning at different scales targeting different ecosystem services, as well as developing forest simulators and spatial optimization tools.

Within the Global Forest Ecosystem Research Group, the CTFC is seeking to appoint a researcher to conduct fundamental and applied research related to the topic of this job offer.

### TERMS OF THE APPOINTMENT

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- This contract will start as soon as possible, preferably by **August 1<sup>st</sup>**, 2024, and no later than September 1<sup>st</sup>, 2024.
- It is a full-time position with a duration of **24 months** (with possibility of contract extension).
- The candidate will be based at CTFC in Solsona (NE Spain) with the possibility to telework following CTFC regulations.
- The candidate will contribute to the development of different projects from different funding sources (ministries, foundations, EU, etc.) dealing with forest ecology and management at multiple scales in a global change context. Namely, the candidate is expected to have strong analytical and writing skills within the framework of forest restoration, disturbance and management in relation to biodiversity and different ecosystem services.
- The annual gross salary will be adjusted to the foreseen role and to the specific profile of the selected candidate (qualifications and experience), ranging between 25,865 – 41,000 €/year.

Key responsibilities will include:

- Contribute to defining success in forest restoration/adaptation and identify past initiatives in Spain.
- Compile practical knowledge on restoration and adaptation activities, providing insights into the ecological, social, economic and political factors for successful forest restoration activities. This will include the organization of workshops with national experts on forest restoration across Spain.
- Analyse and synthesize the information to develop recommendations and guidelines that promote success in forest restoration/adaptation practices.
- Support the organization of workshops and meetings and assist in fieldwork campaigns.
- Write scientific articles, technical reports and communications.
- Proactively participate in coordinating and implementing research, innovation and knowledge transfer projects funded by various agencies such as ministries, research agencies and foundations.
- Proactively collaborate and interact with other team members as well as with teams from related organizations and projects.
- Be available to travel nationally and internationally to attend or organize workshops and meetings.
- Participate in and lead the development of successful project proposals from diverse funding sources and agencies.
- Engage in any other tasks that may arise from ongoing projects within the research group.

**REQUIREMENTS**

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- A completed PhD degree in Forestry, Forests Sciences, Biology, Environmental Sciences, or a related discipline relevant to the focus of this position is a strong asset.
- Experience in R programming for ecological data analysis, GIS and remote sensing is also preferred.
- Experience in writing technical and research documents.
- Willingness to travel within Spain and internationally according to project needs.
- Excellent communication skills and ability to engage effectively with stakeholders and forest restoration experts.
- Experience in spatial and landscape-level analysis of forest biodiversity and ecosystem services.
- Proficiency in Spanish, both spoken and written, preferably as a native Spanish speaker. Advanced English is an asset.
- Ability to work in multi-disciplinary teams.
- Strong planning and organizational skills coupled with a high degree of autonomy and proactivity.
- High level of commitment and responsibility towards the professional activity.
- Adaptability and eagerness to tackle new challenges.
- Valid driving license.

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The CTFC guarantees an open, transparent, and merit-based recruitment process (OTM-R) to all registered candidacies, thereby avoiding any bias related to gender, origin, age, ideology, or other circumstances that could be discriminatory. Integration policy: Candidates who have a recognized disability and accredited equal to or greater than 33%, will be prioritized, provided that the disability is compatible with the proper performance of the job.

### SELECTION PROCESS AND CRITERIA

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The selection process is led by the CTFC Human Resources Unit. This process consists of:

1. **Admission of candidates:** applicants must submit a curriculum vitae and motivation letter addressed to [borsa.treball@ctfc.cat](mailto:borsa.treball@ctfc.cat), until 25<sup>th</sup> July 2024, indicating the reference code of the offer.
2. **Pre-selection:** verification of compliance with the minimum requirements of the offer.
3. **Selection (July-August 2024):** assessment of the preselected candidates by scoring based on objective criteria and interview.
4. **Final decision:** in case of finding the suitable person, the election will be formally communicated to him/her, and the identification of the chosen person will be published on the job openings section of the CTFC website.

Further information: [borsa.treball@ctfc.cat](mailto:borsa.treball@ctfc.cat)

Indicative Calendar	
15 working days	Publication and dissemination of the job offer: CTFC website, SOC Office and other dissemination channels.
Next 2 working days	Preselection: determination of compliance with the minimum requirements of the offer. Evaluation of the pre-selected candidacies, through a score based on objective criteria, and suitable pre-selected CVs are forwarded to the Selection Committee for review .  Sending informative mail to CVs not suitable to continue in the process.
Next 2 working days	Selection committee celebration: Interview with the selected suitable candidates.  Selection Committee Minutes with the selected candidate and the reasons for the selection.

	<p>Publication in the CTFC job board of the resolution identifying the elected person.</p> <p>Sending informational Mail to suitable CVs interviewed not selected.</p>
Next 1 working day	<p>Sending to Human Resources the official documentation necessary to process the employment contract, and coordination with the start date of the contract.</p>
August 2024 (approximately)	<p>Start of the contract.</p>