

Forest Science and Technology Centre of Catalonia (CTFC) is a research centre affiliated with the Generalitat de Catalunya (Government of Catalonia), 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).

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

## (2) RESEARCHER CONTRACT ON FOREST SOIL BIODIVERSITY

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**Reference:** 24-12-00070

We are looking for enthusiastic and motivated researchers with experience on soil biology to work on understanding the effects of silvopastoral management on soil biodiversity and functions, in the context of the projects funded by the Fundación Biodiversidad (Spanish Ministry for Ecological Transition and Demographic Challenge) and in close collaboration with the Catalan Soil Carbon Working Group, and the EU-funded HoliSoils project (<https://holisoils.eu/>).

These research positions at the CTFC are part of the Multifunctional Forest Management program and offers an excellent opportunity to develop a scientific career in applied forest research in a stimulating work environment. This link provides more information about the Research institute: <https://www.ctfc.cat/en/>

**The Forest Science and Technology Centre of Catalonia (CTFC)**, located in Solsona (Pre-Pyrenees, 120 km from Barcelona), Spain, employs app. 150 staff, produces >100 scientific articles annually and has a turnover of app. 6 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.

### TERMS OF THE APPOINTMENT

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1. Expected starting date: January 2025.
2. It is a full-time position with a duration of 12 months (with possibility of contract extension).
3. Annual gross salary depending on qualification and experience
4. The candidate will be based at CTFC in Solsona (NE Spain), with remote working options according to the institution norms (max. 20 h/week).
5. Working day: full time, 37.5 hours per week.
6. 23+6 days of holidays per year. Good family-work balance conditions
7. Availability to travel abroad for collaborations with European or American researchers

Key responsibilities will include:

1. To analyse soil biodiversity in new and previously collected soil samples.
2. Lead baseline studies, field campaigns and laboratory soil analysis to document the effects of different forest management options on soil biodiversity.
3. To design and conduct research to better know the effects of different forest management options on soil function.
4. Identify opportunities for research and innovation to address strategic priorities in soil biodiversity and forest management.
5. Actively contribute to fund raising through the preparation and submission of project proposals for public competitive calls and for contracts with the private sector.
6. Contribute to the scientific production of the research and transfer activities of the CTFC's Program.
7. Contribution to the activities of the CTFC's Program.

**BASIC REQUIREMENTS**

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1. Degree in Forestry, Plant Ecology, or Soil Science or related disciplines.
2. Proficiency in spoken and written English.
3. Expertise in soil health and quality indicators and their measurements.
4. Skills in using R for data management and statistical analysis.

**DESIRABLE REQUIREMENTS**

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1. M.Sc. or PhD degree on soil biology.
2. Experience managing high throughput sequencing databases
3. Post-doctoral experience in the research topic, preferably with an international and applied approach.
4. Expertise in forest soil characterization, and forest management.
5. Proven research skills: experience on experimental design and implementation, data analysis and scientific writing.
6. Demonstrated experience on project management and proposal writing.
7. Proven dissemination skills: Communications in international conferences.
8. Additional fluency in Spanish or French.
9. Proficiency in data management, and ecological modelling.

**SOFT COMPETENCES**

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1. Team player.
2. Critical thinking and attention to detail.
3. Capacity to work under pressure.
4. Ability to plan and organize.
5. Result oriented.
6. Flexibility and adaptation.
7. Initiative and pro-activity.
8. Availability to travel locally and internationally.
9. Driver's license for cars.

## CONTACT

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<https://ctfc.cat/en/https://ctfc.cat/transparencia.php>

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

The selection process is led by the Human Resources Area of CTFC and the and contracting department. This process consists of:

1. **1.Admission of candidates: applicants must submit a curriculum vitae, motivation letter and, and two completed and signed annex documents found in the offer, enter in [www.ctfc.cat/registre.php](http://www.ctfc.cat/registre.php), until 9<sup>th</sup> january 2025 at 14:00, indicating the reference code of the offer.**
2. **Pre-selection:** verification of compliance with the minimum requirements of the offer.
3. **Selection (January 2025):** 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 CTFC job openings section.

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.

	<p>Selection Committee Minutes with the selected candidate and the reasons for the selection. 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>
January 2025	<p>Start of the contract.</p>