

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.

## RESEARCHER CONTRACT ON SILVOPASTORALISM

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**Reference:** 25-02-00009

The Multifunctional Forest Management program is looking to recruit enthusiastic and motivated researchers with experience in the socioecological management of the extensive agriculture sector to contribute to the sustainable economic and ecological management of agrosilvopastoral systems within the framework of projects funded by Fundación Biodiversidad (Spanish Ministry for Ecological Transition and Demographic Challenge).

These research positions at the CTFC offers an excellent opportunity to develop a scientific career in applied 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: March 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 RESPONSABILITIES

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Key responsibilities will include:

1. Identify opportunities for research and innovation to address strategic priorities in silvopastoral systems.
2. Design and conduct research on socioecological management of agrosilvopastoral systems.
3. Actively contribute to raising funds by preparing and submitting project proposals for public competitive calls and private sector contracts.

4. Supervise early career researchers
5. Contribute to writing and submitting papers for high-impact scientific journals.
6. Assist in the preparation of materials for knowledge transfer.
7. Contribute to activities of the Multifunctional Forest Management Program.

### **BASIC REQUIREMENTS**

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1. Degree in Forestry, Agronomy, Biology or related disciplines.
2. A track record of publications and transfer documents.
3. Proficiency in spoken and written English.
4. Skills in georeferenced data management and statistical analysis.

### **DESIRABLE REQUIREMENTS**

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1. M.Sc. or PhD degree on topics related to silvopastoral systems.
2. Good expertise in agrosilvopastoral systems, preferably with an international and applied approach
3. Post-doctoral experience in the research topic
4. Proven research skills: experience in experimental design and implementation, data analysis and scientific writing.
5. Capacity to write technical reports.
6. Demonstrated experience in 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. Excellent organizational skills, and capacity to deliver tasks in a timely manner to deadlines
2. Pro-active and results-oriented.
3. Ability to plan and work as part of a multidisciplinary team.
4. Critical thinking and attention to detail.
5. Flexibility, adaptation and availability to travel locally and internationally.
6. Capacity to work under pressure.
7. Driver's license for cars.

### **CONTACT**

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

**CTFC guarantees an open, transparent, and merit-based recruitment process (OTM-R) to all registered candidacies avoiding thus any bias on gender, origin, age, ideology, or other circumstances that could be discriminatory. Integration policy:** reservation of a place for staff with a certificate of recognized disability.

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

1. **Admission of candidates:** applicants must submit a curriculum vitae and motivation letter proving desirable requirements and competences addressed to [borsa.treball@ctfc.cat](mailto:borsa.treball@ctfc.cat), until **27<sup>th</sup> February 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 (end-February 2025):** assessment of the preselected candidates by scoring based on objective criteria.
4. **Inteview with selected candidatesFinal 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.

<b>Indicative Calendar</b>	
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. Publication in the CTFC job board of the resolution identifying the elected person.  Sending informational Mail to suitable CVs interviewed not selected.
Next 1 working day	Sending to Human Resources the official documentation necessary to process the employment contract, and coordination with the start date of the contract.
March 2025	Start of the contract.

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