

POSTDOCTORAL TALENT ATTRACTION COMPETITION GUIDELINES FOR UNAB RESEARCH CENTERS AND INSTITUTES 2025

1. IMPORTANT DATES

- Application Start Date: **November 26th, 2024.**
- Application Closing Date: **January 22nd, 2025.**
- Evaluation of Applications: **January-March 2025.**
- Publication of Results: **April 2025.**
- Formalization of Awarded Projects: **April 2025.**
- Start Date of Awarded Proposals: **April 30, 2025.**

2. INSTITUTIONAL CONTEXT

Andrés Bello University (UNAB) is a Higher Education Institution founded in 1988, accredited at the Excellence level by the National Accreditation Commission (CNA) for a 6-year period in the areas of Institutional Management, Undergraduate Education, Research, Engagement with Society, and Postgraduate Education. Additionally, it is accredited by the Middle States Commission on Higher Education (MSCHE) for an 8-year period, from 2020 to 2028. UNAB ranks first nationally in its commitment to the SDGs according to the Times Higher Education University Impact Rankings (2024), second in its Academic Repository as per the CISC Web Repository Ranking of Spain (2024), and fifth nationally in the University Ranking by Academic Performance (URAP) 2024.

The 2023-2027 Institutional Strategic Plan is based on strategic pillars of Teaching, Research, Engagement, and Management. Within the research objectives, the emphasis is on consolidating leadership in scientific productivity and increasing impact in generating new knowledge.

In terms of research, UNAB has doubled its scientific output over the past five years, placing it among the top four universities nationally in terms of scientific production, according to the Shanghai Ranking (2024). It also ranks fourth nationally for high-quality scientific production, according to the Nature Index (2024).

Currently, UNAB operates 16 research centers internally funded, covering diverse areas of knowledge, including Biological and Life Sciences, Exact Sciences, Health, Engineering, and Inter- and Trans-disciplinary studies. These centers play a key role in driving collaborative and high-complexity research, promoting interdisciplinary collaboration, innovative solutions, and the development of advanced knowledge. This focus solidifies the institution's reputation for excellence in research and knowledge transfer.

3. COMPETITION CONTEXT

- 3.1** As part of its commitment to promoting science- and technology-based research across all areas of knowledge, UNAB's Vice-rectorate of Research and Doctorates (VRID), through its General Directorate of Research (DGI), invites Chilean and international researchers to apply for the internal call "**Postdoctoral Talent Attraction for UNAB Research Centers and Institutes 2025.**"
- 3.2** This competition aims to decisively enhance the research conducted at UNAB's Centers and Institutes—strategic units prioritized by the institution in its current Institutional Strategic Plan. Through this initiative, the goal is to incorporate one or more postdoctoral researchers who can generate value-added proposals for UNAB Research Centers or Institutes, exploring new lines of research while integrating high-level talent.
- 3.3** The aim is to attract researchers capable of developing innovative and transformative proposals for UNAB Research Centers and Institutes, particularly at the initial stages of their research careers, inviting them to become part of UNAB's research and development community.
- 3.4** This call prioritizes **the incorporation of groups of postdoctoral researchers into UNAB's Research Centers and Institutes** over individual applications. This decision is based on the transformative potential of collective proposals for UNAB's Research Centers and Institutes and presents an attractive offering for the researchers by fostering associative collaboration with peers.

4. GENERAL ASPECTS OF THE COMPETITION

- 4.1** The "**Postdoctoral Talent Attraction for UNAB Research Centers and Institutes 2025**" competition seeks to integrate, as postdoctoral researchers within UNAB's Research Centers and Institutes, professionals at the early stages of their research careers who have obtained their doctoral degree within two years prior to the closing date of this call.
- 4.2** This competition aims to promote scientific productivity, mobility, and national and international scientific leadership among postdoctoral researchers by enabling innovative projects within UNAB's Research Centers and Institutes, facilitating their integration into academia, and encouraging interaction and collaboration with established research groups. Additionally, it seeks to boost productivity and the generation of new research lines within the respective Centers and Institutes.
- 4.3** The call also emphasizes collaboration and strengthening local and global research networks by integrating postdoctoral researchers or postdoctoral teams into UNAB's Research Centers and Institutes.
- 4.4** Applications must be submitted by the Directors of UNAB Research Centers or Institutes on behalf of researchers who have obtained their doctoral degree in the past two years and have the sponsorship of a regular academic at UNAB. **Detailed information on UNAB's Research Centers**

and Institutes can be found in Annex 1.

4.5 Projects must be conducted in Chile by Chilean or international researchers who commit to the project's full execution period.

5. DURATION, RESIDENCY, AND DEDICATION

5.1 Projects funded under this call may have a **duration of up to 2 years**, starting on April 30, 2025. Postdoctoral researchers awarded "Concurso Fondecyt de Postdoctorado" funding may extend their projects to align with the end date of their Fondecyt project.

5.2 UNAB postdoctoral researchers are required to **dedicate themselves exclusively to their research project**. However, they may undertake other academic or outreach activities, provided they do not exceed a maximum of six hours per week. Exceptions to this may be evaluated by DGI with appropriate justification and approval from the Sponsoring Researcher and the Center or Institute Director at UNAB.

5.3 Projects **must be conducted in Chile**, and researchers—whether Chilean or foreign—must commit to residing in the country for the project's entire duration, ensuring at least **6 months of residence per calendar year**. Greater international mobility is permissible only if justified as part of the project and pre-approved by DGI.

5.4 Beneficiaries of this competition **must obligatorily apply to "Concurso Fondecyt de Postdoctorado 2026** of ANID's Deputy Directorate for Research Projects.

6. APPLICATION REQUIREMENTS

6.1 Applicants must have obtained their doctoral degree between **January 1st, 2023, and the closing date of this call**. In exceptional cases, such as researchers with documented disabilities or female researchers who have had children during this period or have legal custody of a minor, the eligibility period is extended to include degrees obtained from **January 1, 2022**, with an additional year per child.

6.2 To verify the doctoral degree, applicants must submit a copy of their diploma or a document certifying that all requirements for obtaining the degree have been fulfilled. If the document is in a language other than Spanish or English, a simple translation into one of these languages must be provided. Provisional documents must be dated January 2023 or later.

6.3 Projects must be submitted to UNAB's General Directorate of Research (DGI) by a Director of the UNAB Research Center or Institute. Additionally, each project must have a **sponsoring UNAB researcher, who must be a regular academic at UNAB** and responsible for supervising the research during its implementation. Each UNAB academic may sponsor a maximum of two projects in this call.

6.4 UNAB Research Center or Institutes may present an individual candidate or a team of postdoctoral researchers. In either case, a general or individual integration plan, as appropriate, must be proposed by the Center or Institute Director. This plan should align with the development plan of the UNAB Research Center or Institute. **Priority will be given to proposals that aim to integrate a group of postdoctoral researchers into the UNAB Research Center or Institute.**

6.5 Only scientific or technological research projects linked to a UNAB Research Center or Institute that lead to new knowledge or applications across all areas of knowledge will be accepted. Projects related to artistic creation, catalog compilation, book printing, or similar activities will not be considered.

7. INCOMPATIBILITIES

7.1 Researchers who are or have been beneficiaries, in the role of Principal Investigator, of projects of “Concurso Fondecyt de Postdoctorado, Iniciación en Investigación, Regular, Exploración, or Subvención a la Instalación en la Academia” are not eligible to apply. If a UNAB postdoctoral researcher is awarded another project as Principal Investigator in any of the Research Project Subdirectorates or ANID competitions for 2026, other than the “Concurso Fondecyt de Postdoctorado 2026”, their eligibility will be invalidated, and the current award will be annulled.

7.2 This competition is incompatible with any international funding designated for postdoctoral research.

7.3 Applications lacking the sponsorship of a regular UNAB academic will not be considered.

7.4 Applications without the institutional sponsorship of a UNAB Research Center or Institute will not be accepted.

7.5 Applications where the sponsoring UNAB researcher is under investigation or has been sanctioned under Law No. 21,369 (which addresses sexual harassment, violence, and gender discrimination in higher education) or Law No. 21,643 (which mandates violence-free and dignified labor relations with a gender perspective) will not be accepted.

8. RESOURCES

8.1 The projects will have a **funding cap of CLP \$40,000,000 (forty million Chilean pesos) per year** for a **maximum duration of two years**. This amount does not include setup costs, which may be requested only during the first year of the project if necessary.

8.2 UNAB postdoctoral researchers who are awarded a “Concurso Fondecyt de Postdoctorado” project during the two-year execution period may extend their project duration until the conclusion of their Fondecyt project. In such cases, **UNAB will fund the difference in monthly remuneration and operating expenses**, maintaining the funding conditions established by UNAB.

8.3 UNAB will provide an additional bonus included in the monthly remuneration of its postdoctoral researchers if they are awarded a “Concurso Fondecyt de Postdoctorado” project during the project execution period.

8.4 Eligible Funding Items:

8.4.1 Remuneration and Maintenance: Includes payment of fees for the postdoctoral researcher up to **CLP \$34,000,000 (thirty-four million Chilean pesos) annually.**

8.4.2 Operating Expenses: The postdoctoral researcher will have up to **CLP \$6,000,000 (six million Chilean pesos) annually** for:

1. **Travel for the Project:** National and international tickets and per diems related to project execution, result presentation, and dissemination.
2. **General Operating Expenses**
 - **Materials and supplies:** Acquisition of consumables, computational inputs, software, and necessary licenses.
 - **Training and conferences:** Payment for conference registrations, research stays, and scientific workshops.
 - **Publications:** Costs for disseminating results in Web of Science-indexed or other scientific journals.
 - **Consultancies and advisory services:** Specialized services supporting project execution.
 - **Transportation and transfers:** Fuel, tolls, or other travel-related expenses for project execution.
 - **Results dissemination:** Production of posters, presentations, or printed materials needed for conferences.
 - **Minor equipment (Capital Goods):** Purchase of minor equipment and instruments, maintenance services, and other operational expenses relevant to the project, subject to justification and prior review by DGI. **All equipment will be UNAB property.**
 - **Infrastructure and furniture:** Purchase of furniture or minor space modifications relevant to project execution. **These will also be UNAB property.**
 - **Other relevant operating expenses:** These may include project management, intellectual property costs, networking, international visibility support, and other pertinent expenses with prior justification.

8.4.3 Setup Costs: Up to **CLP \$3,000,000 (three million Chilean pesos) will be funded only in the first year** to cover the relocation expenses of the postdoctoral researcher moving to Chile or changing regions within Chile. This amount cannot be reallocated to other items, and any unused funds must be returned to UNAB.

8.5 Non-Fundable Items: Remuneration for the UNAB sponsoring researcher.

9. BENEFITS AND VALUE PROPOSITION

The Universidad Andrés Bello (UNAB) aims to be recognized by its current and future researchers as the best institution for conducting research, innovation, and technology transfer. The goal is for UNAB researchers to integrate into a knowledge generation ecosystem that provides tangible solutions to the country's challenges. The value proposition for this call ensures that successful applicants will join UNAB under the following conditions:

9.1 Contractual Conditions

- Permanent contract from the first day, with hours adjusted in case of obtaining a “Concurso Fondecyt de Postdoctorado” award to ensure exclusive dedication to the project, as described in Section 5.
- Competitive remuneration packages comparable to those offered by public and private higher education institutions.
- Incentive schemes tied to productivity through publications.
- Incentives for participation in projects, provided they align with the stipulations in Sections 5.2.
- Access to a comprehensive benefits program, including complementary health insurance at no cost to the researcher, educational discounts, and holiday bonuses.

9.2 Access to Infrastructure

- Laboratories equipped with cutting-edge technology.
- Specialized libraries.
- Access to international databases.
- High-level software and technology resources.
- Access to the infrastructure of UNAB's Library System, including academic repositories, research publications, and scientific journals.

9.3 Research Support

- Opportunity to apply for internal funding for research projects.
- Support in applying for national and international funding opportunities.
- Administrative support for financial management and project accountability.
- Possibility of matching funds for projects requiring counterpart contributions.
- Access to support platforms (e.g., ENAGO) for article publication, including translation and manuscript editing.
- Academic leave options for studies, research stays, seminars, or other activities, with or without pay, if they align with Sections 5.2 and 5.3.

9.4 Prestige and Positioning

- Specialized research centers with thematic lines that generate practical solutions.
- Interaction between the university, companies, and communities to create tangible impacts.
- International collaborations and partnerships with universities and research centers worldwide.
- A dynamic and collaborative academic community that fosters interdisciplinary interaction.
- Presence in various cities in Chile, offering researchers the chance to work in vibrant urban settings and access diverse innovation ecosystems.

10. APPLICATION PROCESS

10.1 All information related to UNAB internal calls is published on the website: <http://investigacion.unab.cl/financiamiento/>. On this site, applicants should search for and access the link for the “**Llamado Atracción de Talentos Postdoctorales para Centros e Institutos UNAB 2025**” to access the competition.

10.2 The required application documents are as follows:

- **Identification of the Sponsoring UNAB Research Center or Institute.**
- **Researchers:** Indicate the full name and email address of the **sponsoring UNAB researcher**. Additionally, include the following details for the **postdoctoral applicant**: full name, national ID or passport number, date of birth, gender, email address, and nationality.
- **Individual or Collective Integration Plan for the UNAB Research Center or Institute (maximum 1 page):** The plan should outline the strategy and expected results in case one or more postdoctoral candidates are presented in this competition.
- **Fondecyt Evaluation Group:** Each postdoctoral applicant must specify the Evaluation Group of the ANID Research Deputy Directorate most relevant to their research proposal. This input will be used for measuring the productivity of the CV Narrative described later. <https://s3.amazonaws.com/documentos.anid.cl/proyecto-investigacion/2025/regular/postulacion/DisciplinasSectoresAplicacion.pdf>
- **Keywords:** Define between three and ten keywords in accordance with the research proposal’s justification, discipline, area of knowledge, and other relevant criteria. The keywords should be separated by semicolons.
- **Objects or Subjects of Study:** Indicate and justify whether the proposal involves work with human beings, animals, animal samples, human biological material, or any other study requiring certifications for execution.
- **Proposal Submission:**
 - **Summary (maximum 1 page):** Includes a statement of the problem, description of objectives, hypotheses or research questions, methodology, and expected results.
 - **Proposal Formulation (maximum 10 pages):** Provides a more detailed description of the theoretical-conceptual foundations and state of the art, research question(s) or hypotheses, objectives, methodology, and scientific or technological novelty of the proposal.
 - **Gantt Chart or Work Plan and Requested Resources (1 Excel file):** In a single Excel file, indicate the work plan for the 2-year duration of the research proposal; specify and justify the requested amounts for each year of execution.
 - **Other Background Information (maximum 1 page):** Includes a summary of the doctoral thesis and justification for the selection of the Sponsoring Researcher and the UNAB Research Center or Institute.
 - **Bibliographic References (maximum 5 pages):** List of references cited in the "Proposal Formulation" section
- **CV Narrative (maximum 2 pages): The applicant must include:**
 1. **Academic Background:** Provide a description of personal and academic background and participation in research projects over the past five years that are relevant to the proposal.
 2. **Productivity:** List a maximum of 10 publications (scientific articles, books, or book

chapters), providing all required information in the available Excel form. It is recommended to follow the evaluation criteria of the “Concurso Fondecyt Regular 2025” competition for the Evaluation Group most relevant to the proposal.

3. Contribution to Society and the Environment: Highlight initiatives, actions, or projects aimed at establishing connections between scientific research and the social, cultural, economic, or environmental context to generate positive impacts beyond the academic scope.

- **Synergy with the Sponsoring Researcher at UNAB (maximum 1 page):** This section should explain the role to be fulfilled in the project and the relationship between the research lines of both researchers and those of the UNAB Research Center or Institute. **Annexes: Certificates and Documents to be Submitted:**
 - **Degree Certificates:** Attach certifications of the doctoral degree or a document certifying that all requirements for obtaining the degree have been met, with a simple translation into English or Spanish if necessary.
 - **Copy of Identity Card or Passport:** Attach a simple copy of the postdoctoral applicant's identification document.
 - **CV Narrative Supporting Documents:** Include documents verifying products, activities, or achievements mentioned in this section.
 - **Accepted or In-Press Publications:** Attach letters, emails, or other evidence of the publication status provided by the journal or editorial committee.
 - **Affidavit of the postdoctoral researcher applicant.**
 - Additional Certificates (if applicable)
 - **Birth Certificate of Children** or custody certificate of a minor (court resolution granting custody or guardianship).
 - **Disability Certificate:** Issued by the Civil Registry Service, COMPIN, or an equivalent foreign entity.
- **Conflict of Interest Declaration:** Declare any potential conflicts of interest with individuals who may be designated as evaluators of the proposal, if applicable.

10.3 The proposal must be submitted to the Sponsoring Researcher and the Director of the UNAB Research Center or Institute, who will be responsible for **developing an individual or collective integration plan (as applicable) for the UNAB Research Center or Institute**. This plan must include a rationale for the strategy, definition of objectives, and justification of the expected results and contributions of the project to the UNAB Center or Institute.

10.4 The Director of the UNAB Research Center or Institute must formalize the applications through the link available on the website <http://investigacion.unab.cl/financiamiento/>. **Applications can only be submitted by the Director of the UNAB Research Center or Institute**. If more than one candidate applies for a center or institute, the integration plan must be presented in a single application with a collective plan.

10.5 Applications not submitted through the designated system for this call will not be accepted.

11. ADMISSIBILITY AND EVALUATION

11.1 Applications that **DO NOT** comply with the provisions of these guidelines will be declared inadmissible.

11.2 Admissible applications will be evaluated based on the following criteria and considerations:

Table 1: Evaluation Criteria

Evaluation Criteria	Specifications	Percentage
Scientific/Technological Quality, Feasibility, and Novelty of the Proposal	<ul style="list-style-type: none"> • Theoretical foundations and state of the art. • Scientific or technological novelty. • Coherence in questions, hypotheses, and objectives. • Methodology and its relevance to the objectives or research hypotheses. • Work plan and its adequacy and coherence with the proposal within the UNAB Research Center or Institute. • Infrastructure and resources requested and available for project execution. • Capacity of the Sponsoring Researcher: relevance of their experience in relation to the proposal and their potential contribution to the UNAB Research Center or Institute. 	70%
Integration Strategy for the UNAB Research Center or Institute	Integration and incorporation plan justifying the inclusion of postdoctoral researchers and their contribution to strengthening the research capacities of the Center or Institute. Proposals involving the collective incorporation of postdoctoral researchers will be prioritized.	15%
CV Narrative of the Applicant	<ol style="list-style-type: none"> 1. Academic background. 2. Publications. 3. Contribution to society and the environment. 	15%

11.3 Scientific/Technological Quality, Feasibility, and Novelty of the Proposal: This criterion includes evaluating the formulation of the research proposal, considering the theoretical foundations supporting it, the state of the art, the hypotheses or questions posed, its novelty, and its potential to open new fields of research. The evaluation also considers the work plan or Gantt chart, infrastructure, available material and human resources, and the relevance of requested resources. Additionally, the suitability and capacity of the Sponsoring Researcher concerning the proposal and the candidate are assessed.

11.4 CV Narrative of the Postdoctoral Applicant: The evaluation will focus on the applicant's academic and research trajectory, highlighting their acquired knowledge, skills, independence as a researcher, and other competencies ensuring the proposal's success. This factor will be evaluated qualitatively based on the narrative presented, considering: **1. Curricular background, 2. Productivity, and 3. Contribution to the environment and society.** All products, activities or achievements mentioned in the review must be duly supported in the Narrative CV Annexes

section of the Microsoft Forms form, except in the case of published articles, where the verification method will be the one indicated in the Productivity Excel file. Those products that are not supported will not be considered in the evaluation.

11.4.1 Curricular Background: The postdoctoral applicant must present a descriptive narrative of their competencies, skills, and specializations that demonstrate their relevant experience to carry out the proposed research project. This narrative should serve as a cover letter directed to the evaluators, aiming to highlight their profile and career in relation to the project's objectives.

11.4.2 Productivity: The postdoctoral applicant must include up to 10 publications at most in their application, which may consist of articles in scientific journals, books, or book chapters. These should be publications accepted, in press, or published from 2021 onwards. The evaluation will allow an extended period for those who meet specific criteria:

- Female researchers who gave birth to one or more children from 2021 to the present can include publications dating back to 2018. If the researcher certifies the birth of more than one child during this period, an additional year may be included for each child.
- Researchers who have been granted custody or personal care of one or more minors as a protective measure under judicial rulings or Articles 19 or 24 of Law No. 19,620 on adoption of minors, from 2021 to the present, may include publications from 2018 onwards. If the researcher certifies custody of more than one child during this period, an additional year may be included for each child.
- Researchers with a recognized disability may include publications from 2019 onwards.

For accepted or in-press publications, evidence must be provided through letters, acceptance emails, DOI, or URLs, if available. For books or book chapters, ISSN, ISBN, URLs, or PDFs showing the cover, editorial data, index, and the first page of the chapter must be attached.

External peer review must be evidenced through letters from the publisher, confirmations from editors, or documentation from the publisher confirming that the work underwent external review. To accredit participation as editor of a collective scientific book or a dossier in an indexed journal (WOS, Scopus, etc.), a letter from the publisher or journal certifying this role must be attached.

11.4.3 Contribution to Society and the Environment: The postdoctoral applicant must address the set of interactions, collaborations, and mutual contributions between the academic community and various social, cultural, economic, and political actors. These are activities that aim to connect scientific development and research results with societal needs, challenges, and opportunities, promoting a positive impact beyond the academic sphere.

11.5 The evaluation will be conducted in a single stage by external reviewers with experience in evaluating postdoctoral projects and a relevant academic track record in the application's area. These reviewers will assign scores from 0 to 5 for each evaluation criterion of the proposal, where the scoring scale is as follows: Excellent (5), Very Good (4 to 4.9), Good (3 to 3.9), Regular (2 to 2.9), Deficient (1 to 1.9) or Does Not Qualify (0 to 0.9)

12. AWARDING

- 12.1 Selection Procedure:** The projects will be ranked in descending order based on the evaluation scores assigned by external reviewers. This ranking will serve as input for the competition committee to determine the final awarding decisions.
- 12.2 Results Notifications:** In all cases - award, non-award and waiting list - the applicant postdoctoral researchers, the UNAB sponsoring researcher and the Director of the UNAB Research Center or Institute will be notified by email from the DGI.
- 12.3** The beneficiary postdoctoral researchers will have 10 working days to accept or reject the award by email to DGI.
- 12.4 Waiting list:** a waiting list is contemplated based on the score obtained in the evaluation with projects that have a score equal to or lower than the score of the last selected project.

13. ALLOCATION OF RESOURCES AND SIGNING OF AGREEMENTS

- 13.1** The resources will be assigned for each year of the project's execution.
- 13.2** The beneficiary postdoctoral researchers and their Sponsoring Researchers must sign a Financing Agreement, which stipulates obligations, the financing provided, ethical obligations and general provisions.
- 13.3** Foreign researchers who award proposals must manage their residence and permanence in Chile at the time of the formalization of the project.
- 13.4** Once the award has been communicated to the beneficiary postdoctoral researcher, UNAB will coordinate the process of signing the agreement, which will be carried out in the manner that UNAB provides for this.
- 13.5** The approved resources will be made available to the beneficiary postdoctoral researcher once the agreement is signed.
- 13.6** UNAB reserves the right to adjust the allocations requested by the applicants, based on the availability of resources. Likewise, the duration of the project may be modified based on the recommendations provided by the evaluators.
- 13.7** In the event that the beneficiary postdoctoral researcher awards a project in the “Concurso Fondecyt de Postdoctorado 2026”, the conditions established in this internal call for Personnel and Operating Expenses will be maintained, in accordance with the specific terms and conditions of the competition, which are detailed in sections 8.4.1 and 8.4.2, and UNAB may pay the difference in the event of an award.

14. EXECUTION, RESULTS, ACADEMIC AND FINANCIAL REPORTS

- 14.1** Modifications to the project schedule may be requested during its execution by means of a request to DGI. This request must have the approval of the sponsoring researcher and the Director of the UNAB Research Center or Institute.
- 14.2** The beneficiary postdoctoral researcher **must prove that he/she has been admissible to the “Concurso Fondecyt de Postdoctorado” call during the first year of execution (2025)**. If he/she is not awarded the grant, he/she must prove that he/she has been admissible to the next call corresponding to the second year of execution.
- 14.3** The beneficiary postdoctoral researcher **must prove that he/she has at least one accepted scientific article for each year of execution of the project**. Said article must comply with the Fondecyt Regular curricular evaluation criteria of the evaluation group to which the application is linked.
- 14.4** During the execution of the project, the beneficiary postdoctoral researcher must submit a **Progress Report and a Final Report** on the dates established by the DGI. These reports must be submitted according to the format provided by DGI and must include evidence of compliance with sections 14.1 and 14.2. Both reports must be evaluated by the Director of the Sponsoring UNAB Research Center or Institute in the manner designated by the latter and subsequently submitted to the DGI for approval.
- 14.5** The beneficiary postdoctoral researcher must submit the operating and installation expenses, in accordance with the instructions of the DGI at the time of the award.
- 14.6** The allocation of the funds corresponding to the second year of execution will be subject to the delivery and approval of the Progress Report and the reporting of expenses.
- 14.7** The allocation of the funds corresponding to the second year of execution will also be subject to the budgetary availability of UNAB.
- 14.8** All publications generated because of the project must explicitly include affiliation with UNAB and acknowledge the funding provided, in accordance with the provisions of Resolution RES. No. 88,464/2016.

15. RESPONSIBILITIES AND OBLIGATIONS

15.1 Obligations of the **beneficiary postdoctoral researcher**:

- 15.1.1** The candidate must personally direct and carry out the research throughout the project, without delegating this responsibility, and comply with the dates and requirements for academic reports and accountability defined in section 14 of these terms and conditions.

- 15.1.2** The candidate must remain in the country until the end of the project and at least 6 months for each year of execution in accordance with the provisions of sections 4.5 and 5.3.
- 15.1.3 Provide proof of admissibility to the ANID “Concurso Fondecyt de Postdoctorado” sponsored by UNAB** during the first year of project execution (2025). If the candidate is not awarded the grant in this call, the candidate must provide proof of admissibility to the sponsored by UNAB during the second year of project execution (2026). **Failure to comply with this clause may result in the early termination of the project.**
- 15.1.4** Notify the sponsoring UNAB Research Center or Institute about the capital goods acquired with the resources assigned to this item, to be inventoried and insured.
- 15.1.5** Notify the Sponsoring Researcher, the Director of the UNAB Center or Institute and the DGI of any situation that prevents the proper start or development of the project, or that motivates the request for its early termination. The DGI, after evaluating the reasons presented, will define the necessary conditions to finish the project.
- 15.1.6** Request authorization from the DGI to make modifications to the objectives or methodology established in the application for this competition, which must be previously approved by the Sponsoring Researcher and by the Director of the UNAB Research Center or Institute.
- 15.1.7** If the postdoctoral researcher who is the beneficiary of this call for proposals is also the beneficiary of another project awarded in any ANID competition other than the “Concurso Fondecyt de Postdoctorado”, he/she must inform the DGI of the situation, which will evaluate the case and, if it determines that the new award is incompatible with the fulfillment of the exclusive dedication to the UNAB or Fondecyt project, as established in section 5.2, the early termination of the project may be resolved.
- 15.1.8** The researcher will be responsible for executing the project with ethical integrity, in accordance with the Singapore Declaration on Research Integrity. In case of non-compliance, DGI may terminate the project early, demand the return of any resources misused or not accounted for, and apply collection procedures as appropriate.

15.2 UNAB sponsoring researcher's obligations:

- 15.2.1** Supervise and support the scientific and academic execution of the research project, ensuring its alignment with UNAB's Strategic Development Plan.
- 15.2.2** Supervise compliance with established deadlines for reporting expenses and submitting required reports.
- 15.2.3** Approve proposed modifications to the project, in accordance with the provisions of section 14.1
- 15.2.4** Support the beneficiary postdoctoral researcher in applying for the ANID “Concurso Fondecyt de Postdoctorado” call, in accordance with the provisions of section 14.2.
- 15.2.5** Support the generation of scientific articles related to the project's line of research, in accordance with the provisions of 14.3.
- 15.2.6** The Director of the UNAB Research Center or Institute and the DGI must be notified of any situation that prevents the proper start or development of the project, or that justifies the request for its early termination.
- 15.2.7** The Director will be responsible for supervising and guiding the execution of the project with ethical integrity, in accordance with the Singapore Declaration on Research Integrity, ensuring that it is aligned with the objectives of the Sponsoring UNAB Research Center or Institute.

15.3 Obligations of the **Director of the UNAB Research Center or Institute:**

- 15.3.1 Ensure optimal conditions for the development of the beneficiary postdoctoral researcher's project. In the case of collective insertion of more than one beneficiary postdoctoral researcher, ensure their proper insertion into the Center, promoting teamwork, associativity and harmonious connection with the objectives and activities of the UNAB Research Center or Institute.
- 15.3.2 Supervise and support the incorporation of the beneficiary postdoctoral researcher or the group of beneficiary postdoctoral researchers, as appropriate, in accordance with the insertion plan proposed in the application.
- 15.3.3 Support the Sponsoring Researcher and the beneficiary postdoctoral researcher in the scientific, academic and administrative execution of the research project, in accordance with the Development Plan of the UNAB Research Center or Institute.
- 15.3.4 Supervise the fulfillment of the milestones and activities associated with the project, guaranteeing its harmonious integration with the activities of the UNAB Research Center or Institute.
- 15.3.5 Approve the proposed modifications for the project, as stipulated in section 4.1
- 15.3.6 Support the application of the beneficiary postdoctoral researcher to the ANID "Concurso Fondecyt de Postdoctorado" call in accordance with the definition in section 14.2.
- 15.3.7 Support the generation of scientific articles related to the research line, in accordance with the provisions of 14.3.
- 15.3.8 Notify DGI of any situation that prevents the proper start or development of the project.
- 15.3.9 Supervise and guide the execution of the project with ethical integrity, in accordance with the Singapore Declaration on Research Integrity, ensuring that it is aligned with the objectives of the UNAB Research Center or Institute.
- 15.3.10 Allow and generate favorable conditions for the insertion of Postdoctoral researchers in the UNAB Research Centers and Institutes, with the objective of promoting the research carried out in these research units and favoring significant advances aligned with the provisions of the current Institutional Strategic Plan.

16. RELEVANT DATES REGARDING PROJECT EXECUTION

16.1 Relevant dates are:

Project start date	April 30, 2025
Progress Report Delivery Date	March 28, 2026
Final Report Delivery Date	March 28, 2027

16.2 The dates previously reported will be extended if the beneficiary postdoctoral researchers are awarded the "Concurso Fondecyt de Postdoctorado", in which case they must report the progress of their project annually to the sponsoring researcher and director of the UNAB Research Center or Institute.

17. INQUIRIES

17.1 Inquiries will be received via email at dir.investigacion@unab.cl , with the subject line “Inquiry - Attraction of Postdoctoral Talent for Centers and Institutes UNAB 2025”, **up to three business days prior to the competition's closing date**. The General Directorate of Research (DGI) will publish a document containing responses to all inquiries received, which will form an integral part of these guidelines.

18. CERTIFICATIONS

18.1 At the time of the award and the signing of the agreement, the awarded postdoctoral researcher must provide the appropriate ethical/bioethical certification if their research involves any of the following elements:

- Biological samples.
- Animal samples and/or biological materials.
- Materials that pose biosecurity risks.
- Archaeological sites.
- Protected species/natural areas or the introduction of species.
- Archives and/or data containing confidential information.

18.2 These certifications must be requested from the institutional bioethics and biosecurity committee following UNAB’s established procedures.

19. MISCONDUCT

19.1 The Universidad Andrés Bello will not tolerate inappropriate conduct, including but not limited to: Providing false data; Plagiarism, which includes substantial copying of another’s work without proper citation of the author’s name, title of the work, publication date, and medium of publication; Unauthorized use of original ideas or methods obtained through privileged communication, such as the review of manuscripts or projects under peer review. Any conduct contrary to the principles of scientific integrity outlined in the Singapore Statement on Research Integrity will be grounds for sanction.

19.2 Furthermore, no duplication of funding will be allowed for projects involving the postdoctoral researcher, the Sponsoring Researcher, or the UNAB Research Center or Institute linked to the proposal, whether funded internally or externally.

20. ACCEPTANCE OF THE GUIDELINES

20.1 By submitting a proposal to this competition, all applicants are considered to have fully read and accepted the content of these guidelines.

ANNEX 1

Table 2. Information about UNAB Centers and Institutes.

Center/Institute	Acronym	Faculty	Line of research
Quintay Marine Research Center CIMARQ	CIMARQ	Faculty of Life Sciences	<ul style="list-style-type: none"> • Fisheries biology and ecology. • Aquaculture of marine fish, echinoderms and native mollusks. • Reproductive biology of marine invertebrates. • Marine ecophysiology and ecotoxicology. • Pathology of aquatic organisms. • Repopulation of algae and benthic invertebrates.
Plant Biotechnology Center	CBV	Faculty of Life Sciences	Multidisciplinary research in the areas of molecular biology, cellular biology, biochemistry, genomics and plant bioinformatics, including genetics, physiology and plant-pathogen interaction.
Sustainability Research Center	CIS	Faculty of Life Sciences	<ul style="list-style-type: none"> • Global change. • Sustainable consumption and production. • Conservation of Biodiversity
Center for Bioinformatics and Integrative Biology	CBBI	Faculty of Life Sciences	<ul style="list-style-type: none"> • Bionanotechnology and Microbiology. • Genomic Bioinformatics. • Protein Engineering. • Chemical Synthesis and Drug Discovery. • Molecular Physiology.
Center for Systems Biotechnology	CSB	Faculty of Life Sciences	<ul style="list-style-type: none"> • Environmental management. • Animal and plant health. • Agricultural ecosystems. • Bioproducts.
Transport and Logistics Center	CTL	Faculty of Engineering	<ul style="list-style-type: none"> • Urban Logistics Laboratory. • Sustainable Transport. • Network Design Laboratory. • Data Science and Artificial Intelligence Laboratory. • Logistics in Emergencies and Natural Disasters.
Energy Transformation Center	CTE	Faculty of Engineering	<ul style="list-style-type: none"> • Renewable energies. • Energy transformation and control. • Electromobility and storage systems. • Power electronics. • Smart grids.
Institute of Technology for Innovation in Health and Wellness	ITISB	Faculty of Engineering	<ul style="list-style-type: none"> • Internet of Things. • Applied Artificial Intelligence. • Digital transformation in health. • Clinical Decision Support Systems. • Immersive technologies.
Theoretical and experimental center for particle physics	CTEPP	Faculty of Exact Sciences	Experimental and theoretical particle physics.
Center for Advanced and Functional Materials	CENMAF	Faculty of Exact Sciences	Development of new materials for advanced technological applications; theoretical and computational modelling, and simulation of material properties.
Institute of Astrophysics	IA	Faculty of Exact Sciences	<ul style="list-style-type: none"> • Astrobiology. • Astroinformatics. • Astrostatistics. • Astroengineering. • Astrochemistry.
Institute of Biomedical Sciences	ICB	Faculty of Medicine	<ul style="list-style-type: none"> • Regulation of the central nervous system. • Genetic and epigenetic bases of cell differentiation. • Regulation of mitochondrial function in physiological and pathological processes. • Cellular and molecular bases of neurodegenerative and neurodevelopmental diseases.

			<ul style="list-style-type: none"> • Molecular bases of cancer. • Cellular and molecular bases of pathogen-host interaction. • Development of bioactive compounds with medicinal properties.
Institute of Exercise and Rehabilitation Sciences	ICER	Faculty of Rehabilitation Sciences	<ul style="list-style-type: none"> • Musculoskeletal Rehabilitation. • Neurorehabilitation. • Exercise Sciences for Health. • Mental Health and Cognition Rehabilitation.
Urban Research Center for Development, Habitat and Decentralization	CIUDHAD	Creative Campus, Faculty of Engineering and Faculty of Economics and Business	<ul style="list-style-type: none"> • Habitat. • Territorial development. • Economic recovery. • Decentralization.
Health Care Research Institute	IICS	Faculty of Nursing	<ul style="list-style-type: none"> • Health Systems: Evaluation and innovation to strengthen humanized and digital health systems, including staff care. • Chronic Non-Communicable Diseases (NCDs): Prevention and intervention strategies in NCDs for healthy aging. • Mental Health: Analysis and promotion of protective factors for mental health in adults and older adults.

ANNEX 2

Glossary

Regular UNAB Academic: An individual engaged in permanent teaching, research, artistic creation, community engagement, or academic management activities, integrated into the programs of the faculties of UNAB, according to their Academic Performance Commitment.

UNAB Research Center or Institute: An academic unit at Universidad Andrés Bello that promotes scientific research in specific areas, fostering knowledge generation, technology transfer, and interdisciplinary collaboration.

Doctoral Degree Certificate: A document certifying possession of a doctoral degree or a certificate issued by the Postgraduate Directorate or competent authority of the awarding institution, confirming that all requirements for obtaining the doctoral degree have been fulfilled. The latter is understood as a provisional certificate (certificates indicating thesis defense approval or degree examination must explicitly state that this is the final step for obtaining the doctoral degree).

Singapore Statement on Research Integrity: An international framework that establishes ethical principles for conducting scientific research, promoting honesty, transparency, and responsibility in all aspects of the research process.

Exclusive Dedication: A commitment by the postdoctoral researcher to work exclusively on their project, allowing additional remunerated academic activities that do not exceed 6 hours per week.

Disability: To certify this condition, applicants must attach the relevant certificate in the “Annex” section of the Microsoft Forms application. Certificates must be issued by the Civil Registry and Identification Service (Servicio de Registro Civil), COMPIN, or an equivalent foreign entity.

Concurso Fondecyt de Postdoctorado: A national competition organized by ANID that funds postdoctoral research in all areas of knowledge, promoting the integration of researchers into academic and scientific environments.

Expected Impact: The potential contribution of the project to addressing scientific, technological, or social problems at local, national, or global levels, including specific outcome indicators.

Progress and Final Reports: Documents submitted by the postdoctoral researcher describing the achievements and results of the project at each stage, including the fulfillment of objectives and financial expenditures.

Postdoctoral Researcher: A professional holding a doctoral degree, in the initial stages of their research career, developing projects to generate scientific or technological knowledge.

UNAB Sponsoring Researcher: A regular UNAB academic responsible for supervising and guiding the execution of the postdoctoral project. They may or may not be affiliated with a UNAB Research Center

or Institute.

International Mobility: Facilitation for postdoctoral researchers to undertake stays abroad as part of their project, fostering international networks and interdisciplinary collaborations, without compromising their residence in Chile for at least six months annually.

Integration Plan: A strategy presented by the UNAB Research Center or Institute to incorporate postdoctoral researchers, outlining objectives, activities, and expected outcomes aligned with its development plan. Ideally, this plan should collectively integrate two or more postdoctoral researchers.

Value Proposition: A set of benefits and conditions offered by UNAB to support the integration of postdoctoral researchers into its Centers and Institutes.