

TALENT ATTRACTION COMPETITION GUIDELINES FOR RESEARCH CENTERS AND INSTITUTES POSTDOCT UNAB 2026

1. IMPORTANT DATES

- Application Start Date: **November 26th, 2025.**
- Application Closing Date: **January 15th, 2026.**
- Evaluation of Applications: **January-March 2026.**
- Publication of Results: **March 2026.**
- Formalization of Awarded Projects: **March 2026.**
- Start Date of Awarded Proposals: **June 1, 2026.**

2. INSTITUTIONAL CONTEXT

Andrés Bello University (UNAB) is a Higher Education Institution established in 1988, accredited with a Level of Excellence by the Chilean National Accreditation Commission (CNA) for a period of six years in the areas of Institutional Management, Undergraduate Teaching, Research, Engagement with Society, and Graduate Teaching. UNAB is also accredited by the Middle States Commission on Higher Education (MSCHE) for an eight-year period, from 2020 to 2028. UNAB ranks among the Top 5 universities in Chile according to the Best Global Universities 2025–2026 (5th in Chile and 32nd in Latin America). According to the Times Higher Education Impact Ranking, the university is positioned 3rd in Chile.

In research, UNAB has doubled its scientific output over the last five years, positioning it as 4th nationwide in scientific productivity and 5th in high-quality scientific production according to the Nature Index 2025.

The 2023–2027 Institutional Strategic Plan is structured around four strategic pillars: Teaching, Research, Engagement, and Management. Among the strategic objectives for research is the consolidation of leadership in scientific productivity and the enhancement of impact through the generation of new knowledge—an effort driven especially through UNAB’s Research Centers and Institutes.

Currently, UNAB operates 16 research centers internally funded, covering diverse areas of knowledge including Life and Biological Sciences, Exact Sciences, Health, Engineering, and Inter-/Transdisciplinary areas. These centers are key to advancing collaborative and high-complexity research, fostering interdisciplinary collaboration, promoting innovative solutions, and generating advanced knowledge. Their strategic focus allows them to address scientific and technological challenges comprehensively, strengthening the institution as a reference in research excellence and knowledge transfer. For more details about UNAB Research Centers and Institutes, see Annex 1.

3. COMPETITION CONTEXT

- 3.1** In alignment with its commitment to supporting scientific-technological research across all areas of knowledge, the Vice-Rectorate for Research and Doctoral Studies (VRID), through the General Directorate of Research (DGI), invites Chilean and international researchers to apply to the internal call: **“Talent Attraction Competition for Research Centers and Institutes Postdoc UNAB 2026.”**
- 3.2** The purpose of this competition is to decisively promote the research developed within UNAB’s Research Centers and Institutes—strategic units prioritized under the current Institutional Strategic Plan. This initiative seeks to incorporate ideally two or more postdoctoral researchers who can generate added value for the Center or Institute by developing new lines of research while integrating high-level talent.
- 3.3** The competition seeks to attract researchers capable of articulating innovative and transformative proposals for UNAB Centers and Institutes, integrating them at the early stages of their research careers and inviting them to join UNAB’s research and development community.
- 3.4** This call will **prioritize the incorporation of groups of postdoctoral researchers**, rather than individual applicants, given their transformative potential for UNAB Centers and Institutes and the attractiveness of entering the institution as part of a peer group.

Additionally, priority will be given to applications from postdoctoral researchers who completed their doctoral studies at institutions **other than UNAB**, in order to foster the incorporation of advanced human capital with diverse national and international research experiences.

Priority will also be given to Centers and Institutes that **did not receive awards in the previous version of the competition**, to promote the integration of new talent and the expansion of research capacities across UNAB units.

4. GENERAL ASPECTS OF THE COMPETITION

- 4.1** The **“Talent Attraction Competition for Research Centers and Institutes Postdoc UNAB 2026”** seeks to incorporate early-career researchers who obtained their doctoral degree within the two years prior to the closing date of this call as postdoctoral researchers in UNAB Research Centers and Institutes.
- 4.2** The competition aims to foster scientific productivity, mobility, and national and international leadership among postdoctoral researchers through the development of innovative projects housed within UNAB Research Centers and Institutes. It also seeks to support their academic integration and promote collaboration with established research groups. Likewise, it aims to boost productivity and enable the creation of new research lines within the respective Centers and

Institutes.

- 4.3 The program promotes collaboration and strengthens local and global research networks by integrating individual or group postdoctoral teams into UNAB Research Centers and Institutes.
- 4.4 Applications must be submitted by the Directors of UNAB Research Centers or Institutes and must be developed by researchers who have obtained their PhD within the last two years and who are sponsored by a UNAB Regular Faculty Member. **For more information on Research Centers and Institutes, refer to Annex 1.**

5. DURATION, RESIDENCY, AND DEDICATION

- 5.1 UNAB will fund research projects with a duration of **up to two years**, beginning on June 1, 2026. Postdoctoral researchers who are awarded a Fondecyt Postdoctoral Grant may extend their UNAB-funded project until the end date of their Fondecyt project.
- 5.2 Postdoctoral researchers funded under this call must maintain **exclusive dedication** to their research project. They may engage in additional academic or outreach activities as long as these do not exceed six hours per week. The DGI will evaluate the appropriateness of these academic or teaching activities within the insertion plans submitted by the respective Center or Institute Director.
- 5.3 **Projects must be carried out in Chile**, and both Chilean and international researchers must commit to residing in the country for the full duration of the project. They must also remain in Chile for **at least six months per calendar year** during execution. Greater international mobility will be allowed only if it is duly justified as part of the project and approved in advance by both the Center/Institute Director and the DGI.
- 5.4 All beneficiaries of this program are required to apply to the **“Concurso Fondecyt de Postdoctorado 2027”** of ANID’s Subdirectorate for Research Projects.

6. APPLICATION REQUIREMENTS

- 6.1 Applicants must have obtained their PhD degree **between January 1, 2024 and March 30, 2026**. In exceptional cases—such as applicants who can certify disability status, researchers who had children during this period, or those who hold legal custody of a minor—the eligibility window may be extended back to **January 1, 2023**, adding one additional year for each child. If this requirement is not met, the award will be invalidated.

- 6.2** To verify the PhD degree, applicants must submit a copy of the degree certificate or an official document certifying that all requirements for the degree have been fulfilled. If the document is in a language other than Spanish or English, a simple translation into either language must be attached. Provisional certificates must be dated January 2024 or later. If, by the closing date, the applicant does not yet have the required documentation, they must submit it no later than the **first week of March 2026**. Proposals not meeting this requirement will be deemed inadmissible.
- 6.3** Projects must be submitted to the DGI by the **Director of a UNAB Research Center or Institute**. Additionally, each project must include a **UNAB Faculty Sponsor**, who must be a Regular Faculty Member responsible for supervising the research. Each faculty member may sponsor **a maximum of two** Postdoc UNAB projects.
- 6.4** A UNAB Center or Institute may submit either an **individual candidate** or a **team of postdoctoral researchers**. In both cases, an individual or collective insertion plan must be submitted, aligned with the development plan of the Center or Institute. Priority will be given to proposals seeking to insert **a group of postdoctoral researchers**.
- 6.5** Only **scientific or technological research projects** linked to a UNAB Center or Institute will be accepted, and they must lead to new knowledge or applications in any area of study. Projects involving artistic creation, catalog compilation, book printing, or similar activities will **not** be considered.

7. INCOMPATIBILITIES

- 7.1** The following individuals may not apply: Researchers who are current or former Principal Investigators (PI) of any of the following ANID-funded projects: “Concurso Fondecyt de Postdoctorado, Iniciación en Investigación, Regular, Exploración, or Subvención a la Instalación en la Academia”. If a UNAB postdoctoral researcher is awarded any other ANID project as Principal Investigator for 2027, other than the “Concurso Fondecyt de Postdoctorado 2027”, their application to this UNAB call will be declared out of scope or their award will be voided.
- 7.2** This competition is incompatible with any international funding intended for postdoctoral research.
- 7.3** Applications without the sponsorship of a UNAB Regular Faculty Member will not be accepted.
- 7.4** Applications without institutional sponsorship from 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** Projects may request up to **\$41,054,000 CLP** per year (forty-one million fifty-four thousand Chilean pesos), for up to **two years**. This amount **does not include installation expenses**, which may be requested **only for the first year**, if necessary.
- 8.2** Postdoctoral researchers who obtain a **Fondecyt Postdoctoral Grant** during the two-year execution period may extend their UNAB project duration until the end of their Fondecyt project. In this case, UNAB will fund the **difference in monthly remuneration and operating expenses**, maintaining UNAB's established funding conditions.
- 8.3** UNAB will also provide an **additional bonus**, included in the monthly salary of UNAB postdoctoral researchers, if they obtain a Fondecyt Postdoctoral project during the execution of the UNAB-funded project.

8.4 Eligible Funding Items:

- 8.4.1 Remuneration and Maintenance:** Includes payment of fees for the postdoctoral researcher up to **CLP \$35.054.000 (thirty-five million fifty-four thousand Chilean pesos per year)** 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

Andrés Bello University (UNAB) aims to be perceived by our current and future researchers as the best institution for conducting research, innovation, and technological transfer. We seek for UNAB researchers to become part of a knowledge-generation ecosystem that provides concrete solutions to the challenges facing the country. To achieve this, the value proposition highlighted in this call will ensure that those selected 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 linked to scientific productivity based on UNAB’s institutional policy.
- Incentives for participation in projects, provided they align with the stipulations in Sections 5.
- 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's internal funding calls is available at: <http://investigacion.unab.cl/financiamiento/>. Applicants must navigate to the link corresponding to the **"Talent Attraction Competition for Research Centers and Institutes Postdoc UNAB 2026"** 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 5 pages):** The plan must include the following aspects:
 1. Objectives and justification of the expected results of the project, and their contribution to the UNAB Center or Institute.
 2. Strategies and actions to support postdoctoral researchers in their integration into the UNAB Center or Institute.
 3. Measures to promote progress in scientific productivity.
 4. Actions aimed at strengthening internationalization and collaborative networks.
- **Evaluation Group:** Each postdoctoral applicant must specify the Evaluation Group of the ANID Research Deputy Directorate most relevant to their research proposal (**Annex 3**). This information will be used in the evaluation of the proposal described below.
- **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 2026” 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.
- **Conflicts of Interest:** Declare whether you have any conflicts of interest with individuals who could potentially be appointed as reviewers of the proposal, if applicable. If no conflicts exist, you must explicitly state: “No conflicts of interest.” This criterion applies to both the postdoctoral applicant and the sponsoring researcher.
- **Potential Reviewers (optional):** Indicate potential reviewers with experience in the project’s field who do not have employment ties or direct collaborative relationships with the postdoctoral applicants or sponsoring researchers.

10.3 The proposal must be submitted to the Sponsoring Researcher and to the Director of the UNAB Research Center or Institute, who will be responsible for preparing an individual or collective integration plan (as applicable) for the UNAB Research Center or Institute. This plan must include a rationale for the strategy, a definition of the objectives, and a justification of the expected project results and their contribution 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 at: <http://investigacion.unab.cl/financiamiento/>. The application may only be submitted by the Director of the respective UNAB Research Center or Institute. In the case of applications from a group of postdoctoral researchers for a center or institute, the integration plan must be submitted as a single application with a collective plan.

10.5 Applications that are not submitted through the application system established 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 Eligible applications will be evaluated in two stages: A first stage, conducted through area-specific panels composed of external reviewers, who will evaluate the proposals and their candidates based on **Criteria 1 and 2**. Their assessments will serve as input for the second stage, which will be carried out by an internal UNAB committee that will evaluate **Criterion 3** and issue the recommendation for candidate selection.

Table 1: Evaluation Criteria

Evaluation Criteria	Specifications	Percentage	Evaluation
CRITERIA 1: 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. Instituto de Investigación UNAB. 	70%	Evaluation Panel by area
CRITERIA 2: CV Narrative of the Applicant	<ol style="list-style-type: none"> Academic background. Publications. Contribution to the environment and society. 	15%	
CRITERIA 3: 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%	UNAB Internal Committee

11.3. Stage 1 of Evaluation: The evaluation of **Criteria 1 and 2** will be conducted in a single stage through an **area-specific Evaluation Panel** composed of external reviewers with experience in postdoctoral project evaluation and a relevant academic track record in the field of the application. Reviewers will assign scores from 0 to 5 for each evaluation criterion of the proposal, according to the following scale: Excellent (5), Very Good (4–4.9), Good (3–3.9), Fair (2–2.9), Poor (1–1.9), or Not Qualified (0–0.9). This rubric will be used to evaluate the following criteria:

11.3.1. 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.

11.3.2. 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 properly supported by documentation will not be considered in the evaluation.**

In **Section 1, Curricular Background**, the postdoctoral applicant must provide a descriptive narrative of their competencies, skills, and areas of specialization that demonstrate their relevant experience to carry out the proposed research project. This section should be approached as a cover letter addressed to the evaluators, aimed at highlighting the applicant's profile and trajectory in relation to the project's objectives and their contribution to the UNAB Research Center or Institute.

In **Section 2, Productivity**, the postdoctoral applicant must include up to a maximum of 10 publications in their application. These may consist of journal articles, books, or book chapters, and must be accepted, in press, or published from the year 2022 onward. The publication period may be extended for applicants who can provide evidence of:

- Female researchers who can document the birth of a child from 2022 to the present may select publications starting from 2019. If they certify the birth of more than one child during this period, they may extend the publication window by one additional year for each child.
- Researchers who have been granted legal custody or personal care of a child as a protective measure ordered by a court, or under Articles 19 or 24 of Law No. 19.620 on the adoption of minors, from 2022 to the present, may select publications starting from 2019. If they certify custody or personal care of more than one child or adolescent during this period, they may extend the publication window by one additional year for each child.
- Researchers with a disability may select publications starting from 2020.

For publications that are accepted or in press, validation must be provided through a letter, acceptance email, DOI, or URL, if available. In the case of books or book chapters, applicants must provide the ISSN, ISBN, URL, or attach a PDF containing the cover, editorial information, table of contents, and the first page of the chapter, if applicable.

External peer review must be verified through a letter from the publisher, a statement from the editors, an indication within the book (attach the corresponding PDF page), or other documentation from the publisher confirming that the work underwent external peer review.

To verify participation as an editor of a collective scientific book or a dossier in an indexed journal (WOS, Scopus, etc.), applicants must attach a letter from the publisher or journal certifying this role.

In **Section 3, *Contribution to Society and Community Engagement***, the postdoctoral applicant must describe the set of interactions, collaborations, and mutual contributions between the academic community and various social, cultural, economic, and political actors. This section refers to activities aimed at connecting scientific development and research results with the needs, challenges, and opportunities of society, thereby promoting a positive impact on the broader community.

11.4 The **Stage 2 Evaluation** will be carried out by an internal UNAB committee, which will use the results obtained from the Panel evaluation as its primary input. Based on this information, the committee will determine which Research Centers or Institutes (C&I) will advance to the final stage of the competition.

At this stage, the committee will evaluate **Criterion 3** and may invite the Directors of the Research Centers or Institutes (C&I) to an interview in order to further explore the proposed insertion plans.

Regarding **Criterion 3**, the evaluation of the **insertion plan strategy** will also consider its **coherence with the development plans of each C&I**, as well as its alignment with the institutional priorities and strategic focus areas defined by those centers and institutes.

12. AWARDING

12.1 Selection Order: Projects will be ranked in descending order according to the score obtained in the evaluation conducted by external reviewers. The competition committee will use this ranking as input for Stage 2 and the subsequent award decision.

12.2 Notification of Results: In all cases, award, non-award, and waitlist, the results will be communicated via email by the DGI to the postdoctoral applicants, the UNAB sponsoring researcher, and the Director of the corresponding UNAB Research Center or Institute.

12.3. Beneficiary postdoctoral researchers have 10 business days to accept or decline the award by sending an email to the DGI.

12.4. Waitlist: A waitlist will be established based on the scores obtained in the evaluation, consisting of projects with a score equal to or lower than that 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** An officer from the Economic Vice-Rectorate (VRE) will be responsible for managing the allocated resources.
- 13.3.** Beneficiary postdoctoral researchers and their Sponsoring Researchers must sign an Internal Agreement for the Allocation and Use of Funds for Research Projects, which outlines obligations, allocated funding, ethical requirements, and general provisions.
- 13.4.** Foreign researchers who are awarded proposals must obtain their residency and legal authorization to remain in Chile at the time the project is formalized.
- 13.5.** Once the award has been communicated to the Principal Investigator, the DGI team will prepare the Internal Agreement and process its approval and signature by UNAB's Legal Representatives. After this process is completed, the Principal Investigator and the Sponsoring Researcher will be contacted to sign the agreement through UNAB's electronic platform.
- 13.6.** The Principal Investigator of an awarded project must submit a budget sheet and a quarterly Expenditure Execution Schedule for each year of implementation, based on the resources allocated. These documents must be adjusted according to the approved resources for each year. Both the annual budget and the Expenditure Execution Schedule will be considered an integral part of the Internal Funding Agreement.
- 13.7.** The approved funds may only be executed once the agreement has been signed, and the budget sheet and the Expenditure Execution Schedule have been submitted—duly signed—to the VRE officer assigned to the project, and once all required ethical, bioethical, or biosafety approvals are in place, if applicable. The UNAB Ethics Committee and the UNAB Biosafety Committee will review the awarded projects and determine whether they must undergo the corresponding approval process.
- 13.8.** UNAB reserves the right to adjust the allocations requested by applicants based on resource availability. Likewise, it may modify the duration of the project according to the recommendations provided by the evaluators.
- 13.9.** If the beneficiary postdoctoral researcher is awarded a project in the Fondecyt Postdoctoral Competition 2027, the conditions established in this internal call for Personnel and Operating Expenses will remain in effect, in accordance with the specific terms and conditions of the competition, as detailed in Sections 8.4.1 and 8.4.2. UNAB may cover 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 (2026)**. 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. RESPONSABILITIES 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 (2026). 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 (2027). **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.
- 15.1.9** Beneficiary postdoctoral researchers may allocate a maximum of 6 hours to academic and research-related activities such as teaching, participation in evaluation committees, or other tasks indirectly related to their research project.

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 – Talent Attraction Competition for C&I Postdoct 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.

Centro/Instituto	Facultad	Áreas de Investigación	Link web	Director/a
Quintay Marine Research Center CIMARQ	Faculty of Life Sciences	<ul style="list-style-type: none"> Coastal Ecology and Ecophysiology Climate Change, Coastal Ecology, and Marine Pollution Fisheries Biology and Trophic Ecology Algal Biotechnology and Cultivation Marine Biotechnology Cultivation Artisanal Fisheries and Extreme Zones Biology, Reproduction, and Pathology in Aquaculture Cultivation and Restocking of Marine Fish and Invertebrates 	https://cimarg.unab.cl	Juan Manuel Estrada mestrada@unab.cl
Plant Biotechnology Center CBV	Faculty of Life Sciences	<ul style="list-style-type: none"> Plant–Pathogen Interaction Plant Signaling and Development Genome Regulation Plant Cell Wall Sustainability 	https://cbv.unab.cl	Ariel Orellana López aorellana@unab.cl
Center for Bioinformatics and Integrative Biology CBIB	Faculty of Life Sciences	<ul style="list-style-type: none"> Bionanotechnology Microbiology and Data Science Bioinformatics and Applied Genomics Protein Engineering Design and Chemical Synthesis of Bioactive Molecules Peptide Discovery and Machine Learning 	https://vinculacion.unab.cl/servicios/cbib-centro-de-bioinformatica-y-biologia-integrativa/	Fernando Danilo González Nilo fernando.gonzalez@unab.cl
Center for Systems Biotechnology CSB	Faculty of Life Sciences	<ul style="list-style-type: none"> Agricultural Sustainability: optimization of soil and water use; production of high-value bioproducts from agroindustry; valorization of organic waste to produce biostimulants and fermented fertilizers; genetic monitoring of viruses in crops; circular economy. Mining Sustainability: bioleaching of metals; reprocessing and circular-economy use of tailings; bi-characterization of mines; acid drainage from mines, tailings, and salt flats. 	https://csb.unab.cl	Pilar Angelica Parada Valdecantos pilar.parada@unab.cl

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Instituto One Health OHI	Faculty of Life Sciences	<ul style="list-style-type: none"> Emerging Diseases Global Change and Climate Crisis Biodiversity Conservation 	https://facultades.unab.cl/cienciasdelavida/investigacion/instituto-one-health/	Claudio Azat claudio.azat@unab.cl
Pandemic Resilience Research Center CRP	Faculty of Life Sciences	<ul style="list-style-type: none"> Prevention, Diagnosis, and Epidemiological Surveillance of Pathogens with Pandemic Potential Development of Therapeutic and Rehabilitation Strategies Against Pathogens with Pandemic Potential Health Systems, Governance, and Health Resilience 	https://facultades.unab.cl/cienciasdelavida/investigacion/centro-de-investigacion-de-resiliencia-a-pandemias/	Claudio Cabello claudio.cabello@unab.cl
Center for Sustainability Research CIS	Faculty of Life Sciences	<ul style="list-style-type: none"> Pending information 		Pending information
Transportation and Logistics Center CTL	Faculty of Life Sciences	<ul style="list-style-type: none"> Urban Logistics Laboratory Sustainable Transportation Network Design Laboratory Data Science and Artificial Intelligence Laboratory Emergency and Natural Disaster Logistics 	https://ctl.unab.cl/	Julio Ernesto Villalobos Contreras jvillalobosc@unab.cl
Energy Transformation Center CTE	Faculty of Life Sciences	<ul style="list-style-type: none"> Power Electronics and Control Smart and Sustainable Grids Energy Storage Intelligent Autonomous Systems (IAS) for the Energy Transition 	https://cte.unab.cl	Freddy Arturo Flores Bahamonde freddy.flores@unab.cl
Institute of Health and Well-being Innovation Technology ITISB	Faculty of Life Sciences	<ul style="list-style-type: none"> Internet of Things and Cyber-Physical Systems Digital Transformation and Software Architecture Applied Artificial Intelligence Cognitive Systems 	https://itisb.unab.cl	Carla Andrea Taramasco Toro carla.taramasco@unab.cl
Center for Theoretical and Experimental Particle Physics CTEPP	Faculty of Exact Sciences	<ul style="list-style-type: none"> Applied Physics Theoretical High-Energy Physics Experimental High-Energy Physics 	https://ctepp.unab.cl	Jilberto Antonio Zamora Saa jilberto.zamora@unab.cl
Center for Materials Design Research CEDEM	Faculty of Exact Sciences	<ul style="list-style-type: none"> Development of New Materials for Advanced Technological Applications Theoretical and Computational Modeling Simulation of Material Properties 		William Tiznado Vasquez wtiznado@unab.cl
Institute of Astrophysics (IA)	Faculty of Exact Sciences	<ul style="list-style-type: none"> Planetary Sciences Stellar Astrophysics 	https://astrounab.cl	Matias Gomez Camus matiasgomez@unab.cl

POSTDOC UNAB

		<ul style="list-style-type: none"> • Galactic Astrophysics • Extragalactic Astrophysics • Cosmology • Gravitational Waves 		
Institute of Biomedical Sciences ICB	Faculty of Medicine	<ul style="list-style-type: none"> • Mechanisms of Neuronal Plasticity • Mechanisms Linked to Neurological and Neurodegenerative Disease • Epigenetic Control of Cell Differentiation and Development • Molecular Bases of Learning and Memory • Mitochondrial Function and Metabolic Reprogramming • Cell Therapy in Disease Treatment • Genomic and Epigenetic Editing in Relevant Pathologies • Mechanisms of Pathogenic Intestinal Bacterial Infection • Intracellular Signaling and Gene Regulation • Identification of New Natural Bioactive Molecules • Influence of Viruses and Viral-like Sequences on Hosts • Epigenetic Control of Transposable Elements and Heterochromatin in Disease Development • Roles of Non-coding RNAs in Pathology 	https://lcb.unab.cl	Martín Montecino Leonard mmontecino@unab.cl
Institute of Exercise and Rehabilitation Sciences ICER	Faculty of Rehabilitation Sciences	<ul style="list-style-type: none"> • Musculoskeletal Rehabilitation • Neurorehabilitation • Exercise Sciences for Health • Rehabilitation in Mental Health and Cognition 	https://www.linkedin.com/company/instituto-de-ciencias-del-ejercicio-y-la-rehabilitacion-unab/	Rodrigo Antonio Araneda Oyaneder rodrigo.araneda@unab.cl
Institute for Health Care Research IICS	Faculty of Nursing	<ul style="list-style-type: none"> • Health Systems: Evaluation and Innovation to Strengthen Humanized and Digital Health Systems, Including Workforce Care • Non-Communicable Chronic Diseases (NCDs): Prevention and Intervention Strategies for Healthy Aging • Mental Health: Analysis and Promotion of Protective Factors for Mental Health in Adults and Older Adults 	https://facultades.unab.cl/enfermeria/instituto-de-investigacion-del-cuidado-en-salud-iics/	Naldy Febre naldy.febre@unab.cl

ANNEX 2

Glossary

Academic Activities: These include teaching duties, participation in project evaluation processes, and other complementary academic activities that are not directly related to the research project but form part of the academic experience and postdoctoral training

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.

Disability Status: To verify this condition, applicants must upload the corresponding certificate—issued by the Civil Registry Service, COMPIN, or an equivalent foreign institution—in the Microsoft Forms application form, under the “Annexes” section.

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).

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.

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.

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.

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.

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

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.



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.

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.

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.

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.

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

ANNEX 3

Table 3: Evaluation Groups of the ANID Research Projects Subdirectorate (Fondecyt).

Evaluation by Area	Arts, Social Sciences and Humanities	Natural and Life Sciences	Exact Sciences and Engineering	Interdisciplinary and Transdisciplinary
Evaluation Groups	Anthropology and Archaeology Arts and Architecture Economics and Business Law and Political Sciences Early Childhood and School Education Higher Education Philosophy Geography and Urban Studies History Literature and Linguistics Psychology Sociology and Information Sciences	Agronomy Biology 1 Biology 2 Biology 3 Earth Sciences Medicine G1 Medicine G2-G3 Chemistry 1 Chemistry 2 Animal Health and Production	Astronomy and Astrophysics Theoretical and Experimental Physics Gravitation and High-Energy Physics Engineering 1 Engineering 2 Engineering 3 Mathematics	Interdisciplinary and Transdisciplinary

Table adapted from: "Evaluation Guide, Research Projects, National Fund for Scientific and Technological Development (Fondecyt)", available at: https://s3.us-east-1.amazonaws.com/documentos.anid.cl/proyecto-investigacion/postulantes/Guia_de_Evaluacion_de_Proyectos_Investigacion.pdf