

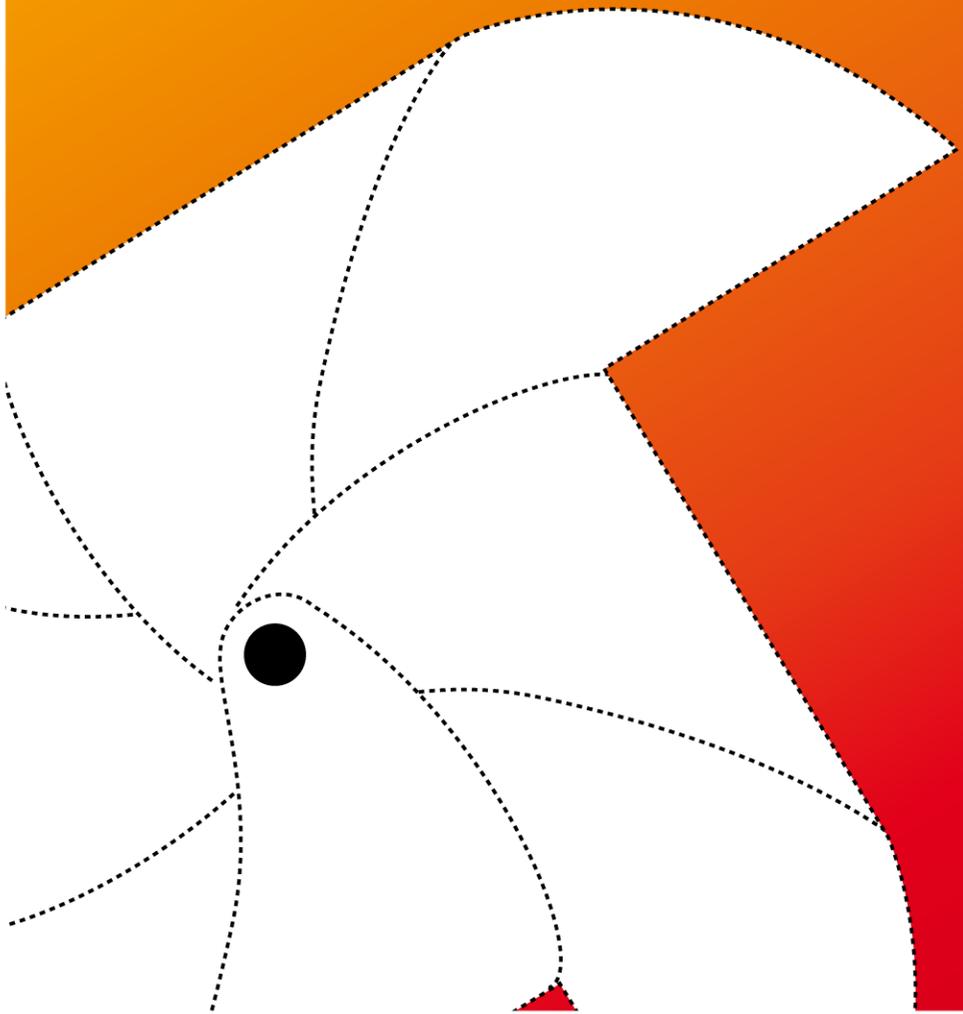
# SUPPORTING TALENT CIRCULATION AND MOBILITY

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Foundation for Research &  
Development (ARAID)

**araid**





**i** **What is ARAID?** ARAID is a non-profit institution, created in 2005 by the Government of Aragon, to promote R&D&I as a key factor in regional development and at the service of the entire Aragonese society.

 **In 2025 - 2026 ARAID celebrates its 20th anniversary**

 **ARAID's missions are:**

- 1 To Incorporate researchers of prestige & leadership capacity** in Aragón.
- 2 To Facilitate consensus** around Aragon's research and innovation priorities.
- 3 To Strengthen and develop the strategic lines of research indicated by the Government of Aragon** in its sectoral plans.
- 4 Persuade Aragonese society of the need and benefits of placing knowledge and innovation** among the axes of its economy.



## ARAID's Call 2025



In this New International Call for Applications **to fill up to a maximum of 9 full-time research positions** for candidates with a consolidated track record of high-quality research and a demonstrated capacity for leadership to join any of the Research and Innovation Centers in Aragon.



The call is published at [www.araid.es](http://www.araid.es) ➔ Section: Calls / Convocatorias



Call is open from January 2, 2025, to March 14, 2025 (2 months & a half to apply)



The Research Areas open to applications in this call are:

- 1 Medical technologies and advanced therapies 
- 2 Industrial decarbonization and energy transition 
- 3 Biotechnology and agri-food technologies 
- 4 Quantum technologies, photonic technologies and microelectronics 
- 5 Computer sciences, artificial intelligence and cybersecurity  (\*)
- 6 Technologies of matter and space.



## **ARAID's Call 2025**

### **Requisites and Conditions for Candidates:**

Candidates are required to have 6 or more years of postdoctoral experience (at the end of the application submission period) with at least 2 years of research residency in centers of recognized national and international prestige outside of Aragon.

Panel 5 Computer Sciences, Artificial Intelligence and Cybersecurity will accept applications that have at least 2 or more years of postdoctoral experience (at the end of the application submission period) with at least 1 year of research residency in recognized prestige, national and international outside Aragon.

- The research report (in pdf) will indicate the technological maturity in initial-final TRL.
- Up to €30,000 as start-up aid and up to an additional €3,500 as relocation aid
- Interviews in May-June and resolution in June-July 2025. Incorporation Max. 6 months.

### **New condition for Host Institutions:**

Maximum of 2 applications per panel per entity and/or R&D&I center in Aragon.



## **NEW** ARAID's Call 2025

### Evaluation process:

The applications will be evaluated by an **external commission of experts from the bank of evaluators of the ACPUA and other national evaluation agencies** selected based on the applications received in each area of knowledge.

These experts will assess the **scientific excellence of the candidate (60%)** and the **originality, impact and viability of the research proposal (40%)** to classify the applications by consensus in a ranking from which the top ranked will access the interview phase.

Host Centers and candidates who will not progress to the interview will receive the consensus form but not the marks obtained or their position in the panel.

The result of the interview phase is a ranked list for each panel that is presented to the Board of Trustees, which is the final body that decides the offers and reserve positions per panel.

The Host Centers and their candidates will be informed if they are not selected for an offer or reserve position, but the final rank in the panel is not public.

Candidates who receive the offer will have 48 hours to accept or renounce it.

➔ The success rate in ARAID calls is usually 18%





## ARAID's News 2024-2025 Public-Private Collaboration

 During 2024, **21 projects** with ARAID researchers have obtained grants of **€12.7M**.

 To enhance collaboration and local **technology transfer**, ARAID has registered with ARAHEALTH and CLENAR.

 **Objective 1:** increase the number of projects of excellence in R&D in Aragon. ARAID ERC and ARAID Ramon y Cajal.

 Support for the preparation of regional, national and EU project applications with companies from Aragon + ARAID researchers.

 **Objective 2:** support for Spin-Offs, technological/scientific-based companies. 4 new spin offs, 3 of them in health-biotechnology



HR EXCELLENCE IN RESEARCH

In 2015, the ARAID Foundation obtained the prestigious **HRS4R (Human Resources Strategy for Researchers) Seal**, awarded by the European Commission. This recognition certifies the organization's commitment to the principles of the **European Charter for Researchers and the Code of Conduct for the Hiring of Researchers**, promoting a work environment based on **transparency, equity and professional development**.

**An Open, Transparent and Merit based Recruitment Policy is key** in ARAID's HRS4R strategy. ARAID has, since 2015, implemented the OTM-R toolkit and recommendations by the European Commission.

It is expected that ARAID's HRS4R Seal of Excellence will be renovated at the beginning of 2026. The renewed seal will continue to represent ARAID's commitment to excellence in human resources strategy and research, reinforcing its credibility and recognition within the academic and research community.



In line with these principles, ARAID has implemented a **system of periodic evaluation of the performance of the research career of its staff**, guaranteeing quality and excellence in research. Researchers linked to the Foundation undergo an evaluation every 3-5 years, which allows their progress, achievements and scientific contributions to be assessed.

This evaluation process not only favors the **continuous improvement and consolidation of the research career** within the Foundation, but also entails a **salary increase in accordance with the evolution and performance of each researcher**. In this way, **ARAID fosters an environment of professional growth, encouraging excellence and stability in the research career**.

ARAID is a signatory of **COARA and EARMA**. This commitment reflects ARAID's dedication to promoting responsible **research assessment and fostering best practices in research management and administration**. By being part of COARA (Coalition for Advancing Research Assessment) and EARMA (European Association of Research Managers and Administrators), ARAID aligns itself with international efforts to enhance transparency, fairness, and excellence in research evaluation and management. This participation also enables ARAID to collaborate with other institutions, share knowledge, and stay at the forefront of evolving research policies and strategies.



ARAID's main mission is **to attract and retain talent in Aragón**. In their pursuit of securing permanent positions as public employees, some ARAID researchers successfully obtain **highly competitive roles** in **prestigious public institutions** such as the University of Zaragoza or the Spanish National Research Council (CSIC).

Among all researchers who have left the foundation, **71% continue to carry out their research work in Aragón**. This demonstrates **ARAID's significant impact on strengthening the regional research ecosystem by fostering long-term scientific careers and retaining top talent within the community**.

