

## Tenure-eligible Lecturer in ECOLOGY

**Evaluation criteria and proposal of weighting for each one of the merits to take into account (Approved by the Department of Ecology, 2018):**

### **1. Research Experience (50%):**

**A. Quality and dissemination of research results. Please consider de following items (40%):**

- Number and quality of publication in indexed journals (*H index, Impact Factor, Author citations...*) Priority is given to articles in which the candidate is first author during the last 5 years, and has very original and innovative publications
- Books and book chapters.
- Participation in research projects (as a Principal Investigator or as a supervisor)
- Invited talks in International Congress and seminars given in prestigious international Research Centers.
- Knowledge transfer to the Society and outreaching

**B. Formative periods in research Centers (10%):**

- evidences that the candidate have spent a period (at least 1 years' of research activity) in leading Spanish and international universities or research centers other than the hiring university

### **2. Teaching Experience in Ecology (50%):**

**C. Teaching experience (40%):**

- Higher education teaching experience (bachelor's degree and/or Postgraduate or Masters).
- Supervision of doctoral theses.
- Supervision of tutored projects (*bachelor's or master's degree final project*)
- Original teaching materials and teaching publications.
- Teaching innovation projects.
- Responsibilities as coordinator of teaching teams
- Potential to develop and increase the quality of teaching in the department

**D. Quality of teacher training (10%):**

- Participation as a speaker at conferences aimed at university teacher training.
- Participation as an attendee at conferences and courses aimed at university teacher training.
- Organization of activities: seminars, transfer of knowledge and divulgation