



RESOLUCIÓN DE 9 DE MARZO DE 2020, DE LA DIRECCIÓN GERENCIA DE LA ESCUELA ANDALUZA DE SALUD PÚBLICA POR LA QUE SE APRUEBAN CONVOCATORIA PÚBLICA DE EMPLEO TEMPORAL PARA LA COBERTURA DE UN PUESTO DE PERSONAL TÉCNICO DE PROYECTO EN JORNADA COMPLETA CON CATEGORÍA PROFESIONAL DE PERSONAL INVESTIGADOR PREDOCTORAL EN FORMACIÓN

**SUBPROYECTO “ESR9. RESEARCH ETHICS IN INTERSEX STUDIES”
(COD.TPREDUCT/20/01)**

Una vez recibido el preceptivo informe FAVORABLE (Núm. Expte: CT-00021/2020) de la Secretaría General de Regeneración, Racionalización y Transparencia de la Junta de Andalucía, para la contratación con carácter temporal de un puesto de Personal Técnico de Proyectos en jornada completa con categoría profesional de Personal Investigador Predoctoral en Formación para el PROYECTO DE INVESTIGACION “INIA. *Intersex – New Interdisciplinary Approaches*” (“INIA. *Intersex – Nuevos Enfoques Interdisciplinarios*”). Este proyecto ha recibido financiación por el European Union's Horizon 2020 Research and Innovation Programme, *Marie Skłodowska-Curie Actions Programme Innovative Training Networks (ITN)*, bajo el acuerdo de subvención N° 859869. El puesto tiene como objetivo desarrollar actividades de investigación en el marco del proyecto INIA, el subproyecto específico “ESR9. *Research ethics in intersex studies: Exploring ethical principles for a human-rights based research practice*” (“ESR9. *Ética de la investigación en estudios intersex: Explorando principios éticos para una práctica de investigación basada en los derechos humanos*”) y el programa de Doctorado en Estudios de las Mujeres, Discursos y Prácticas de Género de la Universidad de Granada.

RESUELVE:

- 1. Objeto de la Convocatoria.** Un Puesto de PERSONAL TÉCNICO DE PROYECTO EN JORNADA COMPLETA con categoría profesional DE PERSONAL INVESTIGADOR PREDOCTORAL EN FORMACIÓN (*ESR, Early Stage Researcher*) mediante Contrato Predoctoral de Obra o Servicio (RLCE), acogido a lo establecido en el artículo 21 de la Ley 14/2011, de 1 de junio de la Ciencia, la Tecnología y la Innovación, cuyo perfil y funciones serán las necesarias para dar respuesta al subproyecto “ESR9. *Research ethics in intersex studies: Exploring ethical principles for a human-rights based research practice*” (“ESR9. *Ética de la investigación en estudios intersex: Explorando principios éticos para una práctica de investigación basada en los derechos humanos*”) en el marco del PROYECTO DE INVESTIGACION “INIA. *Intersex – New Interdisciplinary Approaches*” (“INIA. *Intersex – Nuevos enfoques interdisciplinarios*”).
- 2. Personas destinatarias de la convocatoria.** La presente convocatoria es pública y dirigida a todas las personas que, cumpliendo los requisitos y elementos del perfil establecidos en las bases y los Anexos I y II, soliciten en plazo su participación en el proceso selectivo.
- 3. Solicitud y Documentación.** Las personas interesadas deberán remitir la solicitud y documentación requerida a desarrolloprofesional.easp@juntadeandalucia.es en el plazo establecido. La solicitud de participación está disponible en el enlace <https://www.easp.es/la-escuela/empleo-y-becas/>.
- 4. Plazo límite de presentación.** 19 de abril de 2020, 23:00 CEST (horario Bruselas).

5. **Proceso de Selección.** Se llevará a cabo en la forma que determine la Comisión de Selección cuya composición se informa en las Bases de la presenta Convocatoria y según los criterios establecidos en dichas Bases.
6. **Publicación de la convocatoria.** La presenta convocatoria se publicará en la web de la Escuela Andaluza de Salud Pública (EASP) <https://www.easp.es/la-escuela/empleo-y-becas/>, la página web del proyecto INIA <https://hhs.hud.ac.uk/INIA/>, el Portal de Transparencia de la Junta de Andalucía y redes de investigación.

En Granada, a 9 de marzo de 2020.



Fdo.- Blanca Fernández-Capel Baños

BASES DEL PROCESO DE SELECCIÓN PARA LA COBERTURA DE UN PUESTO DE PERSONAL TÉCNICO DE PROYECTO EN JORNADA COMPLETA CON CATEGORÍA PROFESIONAL DE PERSONAL INVESTIGADOR PREDOCTORAL EN FORMACIÓN

SUBPROYECTO “ESR9. RESEARCH ETHICS IN INTERSEX STUDIES” (COD.TPREDOCT/20/01)

1. CARACTERÍSTICAS DEL PUESTO A CUBRIR

- Categoría profesional: Personal Técnico de Proyecto con categoría profesional de Personal Investigador Predoctoral en Formación.
- Contrato temporal de duración determinada acogido al artículo 21 de la Ley 14/2011, de 1 de junio de la Ciencia, la Tecnología y la Innovación, durante 36 meses.
- Retribuciones de rango salarial entre: 33.900 € brutos – 39.300 € brutos / año, según acreditación de circunstancias de la unidad familiar.

La convocatoria de este puesto de trabajo forma parte de un conjunto de 10 puestos convocados en el marco del proyecto “*INIA. Intersex – New Interdisciplinary Approaches*”. Cada persona interesada puede enviar un máximo de tres solicitudes. Más información en la página web del proyecto INIA, subpáginas *PhD projects* y *Apply*: <https://hhs.hud.ac.uk/INIA/>

2. REQUISITOS

Las personas candidatas deben cumplir los siguientes requisitos:

- Tener un título de Máster Universitario Oficial (nivel 3 del Marco Español de Cualificaciones para la Educación Superior o nivel 7 del Marco Europeo de Cualificaciones), por orden de preferencia: Máster GEMMA Erasmus Mundus en Estudios de las Mujeres y de Género, otro Máster de Estudios de Género o Estudios LGBTI u otro Máster de Ciencias Humanas, Jurídicas y Sociales.
- Tener un título de Grado, preferentemente en Ciencias Humanas, Jurídicas y Sociales.
- No tener todavía un título de Doctor.
- Estar en los primeros cuatro años de su carrera investigadora (experiencia de investigación a tiempo completo a partir del momento de recibir el título de Máster Universitario Oficial que da acceso a un Doctorado. Los periodos de interrupción de la carrera investigadora por razones personales o de trabajo no serán tenidos en cuenta en el cómputo de este plazo).
- Tener un certificado C2 de inglés o un título universitario en inglés.
- Tener un alto nivel de conocimiento de castellano.
- Personas candidatas de todos los países son elegibles. En caso de personas candidatas de nacionalidad española, solo son elegibles en caso de poder acreditar haber vivido o haber desarrollado su actividad principal en otro país durante más de 24 meses desde mayo de 2017.

Se valorarán además otros requisitos en el proceso de selección. Para acceder a la información completa sobre los requisitos de selección, véase Anexo II.

Antes de preparar la solicitud, es importante consultar el *checklist* sobre elegibilidad y leer las regulaciones sobre propiedad intelectual en la página web del proyecto INIA, subpágina Apply: <https://hhs.hud.ac.uk/INIA/>

3. FUNCIONES, OBJETIVOS, RESULTADOS ESPERADOS Y PERFIL DEL PUESTO DE TRABAJO

Véase Anexos I y II.

4. COMISIÓN DE SELECCIÓN

La Dirección de la Escuela Andaluza de Salud Pública (EASP), en acuerdo con la Coordinación del proyecto INIA, creará una Comisión de Selección específica para este proceso de selección y siguiendo las recomendaciones del Comité Institucional de Ética de la EASP, en cuanto a los conflictos de intereses de miembros de comisiones de selección. La Comisión tendrá la siguiente composición:

- Coordinadora del proyecto INIA (u otra persona del Consejo Supervisor de INIA).
- Miembro del equipo directivo de la EASP, o persona en quien delegue las funciones.
- Profesional de la EASP, miembro del Consejo Supervisor de INIA y co-director de la tesis doctoral a desarrollar en el marco del proyecto, o persona en quien delegue las funciones.
- Profesora de la Universidad de Granada, co-directora de la tesis doctoral a desarrollar en el marco del proyecto, o persona en quien delegue las funciones.
- Representante de organización intersex europea.

5. SOLICITUD Y DOCUMENTACIÓN

Las personas interesadas en participar en el proceso de selección deberán redactar y presentar su solicitud acompañada por la siguiente documentación:

- Fotocopia de pasaporte o documento oficial acreditativo de identidad.
- Currículum Vitae, incluyendo información sobre titulaciones académicas, experiencia profesional, proyectos de investigación, publicaciones, participación en congresos, otras experiencias relevantes y niveles de conocimiento de idiomas.
- Declaración personal escrita en inglés sobre las razones para solicitar el puesto, el interés y la experiencia relevante en el campo temático, y el cumplimiento de los criterios necesarios y deseables especificados en el Anexo 1.
- Texto en inglés firmado como única persona autora y con autoría acreditada (Publicación, Trabajo Fin de Máster o Grado u otro trabajo académico evaluado).
- Texto en castellano firmado como única persona autora y con autoría acreditada (Publicación, Trabajo Fin de Máster o Grado u otro trabajo académico evaluado).
- Plan de investigación en inglés para el proyecto de tesis doctoral, basado en la descripción del proyecto (Anexo II) y estructurado en los siguientes apartados: 1. *Background*, 2. *Hypothesis*, 3. *Objectives*, 4. *Methodology*, 5. *Timeline*, 6. *Bibliography* (max 10 references).

En caso de ser preseleccionada, la persona candidata tendrá que presentar la documentación acreditativa completa (Títulos académicos, certificados de actividades formativas y experiencia profesional, certificado C2 de inglés o titulación universitaria en inglés y, en caso de tener nacionalidad española, acreditación de haber vivido o haber desarrollado su actividad principal en otro país durante más de 24 meses desde mayo de 2017).

6. PLAZO Y LUGAR DE PRESENTACIÓN

Plazo límite de solicitud: 19 de abril de 2020, 23:00 CEST (horario de Bruselas).

La solicitud y documentación se debe enviar a: desarrolloprofesional.easp@juntadeandalucia.es antes del 19 de abril de 2020 a las 23:00 CEST (horario Bruselas), indicando la referencia (COD.TPREDOCT/20/01).

7. FASES DEL PROCESO DE SELECCIÓN

El proceso de selección constará de las siguientes fases excluyentes:

- 1ª Fase: Valoración curricular y de la documentación aportada. Se publicará listado de personas candidatas preseleccionadas.
- 2ª Fase: Entrevista en inglés y castellano.

Resolución. Por acuerdo mayoritario de la Comisión de Selección, se adjudicará la plaza a la candidatura con la mayor puntuación alcanzada en el proceso de selección.

8. PROTECCIÓN DE DATOS PERSONALES

- Los datos personales de las personas candidatas del proceso de selección recabados por la EASP, serán tratados de conformidad con lo establecido en la normativa vigente relativa a Protección de Datos de Carácter Personal. Igualmente, se informa de la facultad que ostenta la persona titular de los datos de ejercer, en cualquier momento, los derechos de acceso, rectificación, supresión, oposición, portabilidad y limitación del tratamiento de los datos, para lo cual deberá dirigirse a EASP, S.A., con domicilio social en c/ Cuesta del Observatorio, Nº 4, 18011 Granada o, a desarrolloprofesional.easp@juntadeandalucia.es, acompañando copia de su pasaporte o documento oficial acreditativo de identidad.
- Los listados de las personas candidatas participantes en el proceso de selección serán publicados en los tablones de anuncios de la EASP y la página web de la EASP <https://www.easp.es/la-escuela/empleo-y-becas/>, según la normativa vigente.

Los datos facilitados por las personas candidatas facultan a la EASP a utilizar los mismos para los fines propios del proceso de selección, entre los que se encuentra el envío de mensajes SMS dirigidos a los teléfonos móviles aportados por las personas candidatas.

9. CONSIDERACIÓN FINAL

La presentación de la persona candidata al presente Proceso de Selección, conlleva el conocimiento y aceptación de las presentes bases.

Granada, a 9 de marzo de 2020



Fdo.- Blanca Fernández-Capel Baños

ANEXO I:

JOB DESCRIPTION SUBPROJECT “ESR9. RESEARCH ETHICS IN INTERSEX STUDIES” (COD.TPREDOCT/20/01)

Job Title: Marie Skłodowska-Curie Doctoral Fellowship on the INIA Research Project – Research ethics in intersex studies

Framework: The Marie Skłodowska-Curie Doctoral Fellowship forms part of the project “INIA. Intersex – New Interdisciplinary Approaches”, supported by a grant from the European Union's Horizon 2020 Research and Innovation Programme, Marie Skłodowska Curie Actions Programme Innovative Training Networks (ITN), under grant agreement number 859869

Responsible to: Research Leader

Grade: Pre-doctoral contract (*personal investigador predoctoral en formación / pre-doctoral researcher in training*)

Main Objectives

To undertake research in accordance with the INIA project, the specific research project “ESR9. Research ethics in intersex studies: Exploring ethical principles for a human-rights based research practice” and the PhD Programme “Women Studies, Gender Discourses and Practices” of the University of Granada.

Main Duties and Responsibilities

1. Undertake the interpretation, evaluation and criticism of existing literature and other resources
2. Plan, execute and manage a range of research methods as identified in the research project plan and the work packages
3. Critically evaluate and interpret data
4. Produce outputs and other deliverables (e.g. presentations, reports and academic papers) in accordance with those outlined in the INIA project brief “ESR9. Research ethics in intersex studies: Exploring ethical principles for a human-rights based research practice” (Annex II) and the PhD Programme of the University of Granada
5. Take part in INIA Network training activities and meetings in a range of countries, as well as the training activities established in the PhD Programme of the University of Granada
6. Work collaboratively within the consortium and externally on delivering their workpackages
7. Participate in secondments in the Universität Zurich (Zurich, 1 month), OII-Europe (Berlin, 3 weeks) and University of Huddersfield (Huddersfield, 1 month)
8. Collaborate in public engagement and dissemination activities, leading on these for the own project
9. Actively develop their own career including developing and following their Career Development Plan and succession planning

10. Carry out administrative tasks associated with the project in collaboration with the Project Leader and Manager, for example, financial reporting, organisation of project meetings and preparation of documentation
11. Lead on the ethical aspects of their project including the ethics application, and maintain ethical protocol at all times including maintaining confidentiality about data and contacts
12. Assist in the completion of research grant reports in collaboration with Research Leaders and the Project Manager and provide evaluations and other materials to the funders as required
13. Contribute pro-actively to the generation of plans and strategies to conduct efficient research
14. Participate in team meetings and committees, as appropriate
15. Ensure the implementation of the University's policies and regulations within the remit of the postholder's duties
16. Undertake other duties directed by the Research Leaders
17. Adhere to the funder guidelines, for example, do paid work only on the INIA project for the duration of the contract.

ANEXO II

JOB SPECIFICATION SUBPROJECT “ESR9. RESEARCH ETHICS IN INTERSEX STUDIES” (COD.TPREDUCT/20/01)

INIA is a new international research network which will train a cohort of 10 early stage researchers working collaboratively to develop knowledge that will inform policy making and practice across a range of key sectors. This Innovative Training Network (ITN) is funded by the European Union's Horizon 2020 Research and Innovation Programme, under grant number No 859869.

ITNs aim to train a new generation of creative, entrepreneurial and innovative early-stage researchers, able to face current and future challenges and to convert knowledge and ideas into products and services for economic and social benefit.

Please see https://ec.europa.eu/research/mariecurieactions/actions/get-funding/innovative-training-networks_en.

INIA addresses key issues for intersex wellbeing and rights, and it will develop topical applied outputs of relevance to stakeholders concerned to support the wellbeing and rights of intersex people, and intellectual resources. The specific healthcare, social and human rights issues of intersex people are often overlooked. They are diverse and continue to face exposure to multiple forms of human rights violations and discrimination, requiring cross-sectoral policy responses in fields including healthcare, education, and the law. INIA will enable a consortium of 21 organisations from 10 countries to work together on issues relating to intersex people and those with variations of sex characteristics, in a unique multidisciplinary and transectoral network. INIA is being established by the University of Huddersfield in partnership with the Université Libre de Bruxelles, Dublin City University, the University of Zurich, the Escuela Andaluza de Salud Pública / Andalusian School of Public Health and the Universitat Autònoma de Barcelona as the main partners.

INIA aims to develop Intersex Studies as an interdisciplinary field, building on the existing scholarship of intersex people, and developing intellectual resources across a range of key areas. The Network consortium will bring together academic and other organisations across several European countries, in order to enable the training of a cohort of early stage researchers who will conduct research, and in many cases gain PhDs. This will be achieved by the establishment of a doctoral programme, delivered by partner Universities in collaboration with NGOs (especially intersex activist and advocacy organisations) and other organisations. We are appointing 10 Research Fellows to take part in this doctoral programme, each with their own specific research project that will form the basis for their PhD. Each Research Fellow will also help their team to deliver a work package that is relevant across the different individual research projects.

We now invite applications for a 36-month position of Marie Skłodowska-Curie Doctoral Fellowship on a project about ethics, research methodologies, and the human rights of intersex people. The post will start on 1 September 2020. This project will take place in Granada, via a partnership between the Escuela Andaluza de Salud Pública / Andalusian School of Public Health and the University of Granada. A key opportunity provided by this post is that you will be able to do a PhD. Please note that the contract and associated funding only covers 36 months but the successful candidate will be encouraged to find further funding if this is needed for them to finish the PhD.

The unique project that you will potentially work on addresses the ways intersex people and those who do not identify as intersex but have variations of sex characteristics, have been misrepresented via research, and the violations of their human rights more broadly. The project will provide knowledge to help support better practice in the future. It will involve documentary and literature analysis, qualitative research with intersex activists and advocates, and producing a number of outputs as part of your PhD work, and in addition to it, all with the support of your supervisor/s and the wider network. You will take part in, and contribute to, 8 training events with the other Research Fellows that will take place in a range of countries, over the duration of the research, as well as PhD programme-specific training events at the University of Granada. You will also have secondments at NGOs and Universities in Switzerland, Germany and the UK, which will enrich your training experience, research, and CV. The details of the project are:

ESR9: Research ethics in intersex studies: Exploring ethical principles for a human-rights based research practice

Objectives: This project aims to identify human rights violations in research related to intersex issues and to develop principles for a human-rights based research practice in intersex studies. Intersex activism and scholarship denounce frequent pathologising and discriminatory research practices in studies on intersex issues. This project will provide knowledge to improve ethical understandings and practices. The objectives are:

1. Review the current human rights situation of intersex people, demands of the international intersex movement, recommendations of international and regional human rights bodies, and recent developments in the legal context.
2. Identify human rights violations in research on intersex issues as reported by research participants and scholars across both quantitative and qualitative research.
3. Analyse methodologies and ethical frameworks in research related to intersex issues.
4. Review existing ethical principles in intersex studies and related fields.
5. Review key resources regarding research ethics and the practice or research with population groups exposed to human rights violations and social vulnerabilities.
6. Develop principles for a human-rights based research practices in intersex studies.

Expected Results

- a. Systematic explorative literature review on the current human rights situation of intersex people, documents published by international and regional intersex activist networks and human rights bodies, and legal frameworks.
- b. Completion of semi-structured interviews with intersex activists and advocates (up to 20, sampled via a snowball strategy across a range of countries including at least 6 EU member states). Analysis using thematic analysis.
- c. Report on reviews of methodologies and ethical frameworks in recent studies related to intersex issues.
- d. Report providing results of the review of existing ethical principles in intersex studies and related fields.
- e. eBrief: principles for a human-rights based research practices in intersex studies (in ES, FR, DE, EN).
- f. Video with key results and ethical principles.
- g. Chapter for INIA eBook (may be published after contract finishes).
- h. A publication in an indexed journal or book chapter in an anthology published by an indexed editorial, according to the requirements of the PhD Programme of the University of Granada (may be published after contract finishes).
- i. It is expected that the research fellow will register on the PhD Programme.

Eligibility

Applicants from all countries are eligible. However, as the network aims to foster international collaborations, applicants who are Spanish nationals are only eligible for this post if they have lived or carried out their main activity in another country for more than 24 months since May 2017.

Applicants have to be within the first four years (full-time equivalent research experience) of their research career. A research career starts from the moment the person obtains a University degree that makes them eligible to study a PhD. Other forms of work or career breaks are not included in these four years.

The appointed person needs to commit themselves to work full time for the INIA project for the duration of the contract and to not receive any other money for other work. They will be expected to relocate to live in or close to Granada. Their working place will be at the Escuela Andaluza de Salud Pública / Andalusian School of Public Health, Granada, apart from project-related activities abroad. They will have to maintain confidentiality about data accessed as part of the INIA work, abide by the regulations regarding intellectual ownership that are part of the INIA project (see INIA webpage, subpage *Apply*: <https://hhs.hud.ac.uk/INIA/>), and complete an evaluation questionnaire at the end of the programme and another one 2 years afterwards.

The INIA project language is English. The interviews will be held in English, with one part in Spanish.

Equality, Diversity and Inclusion statement

We welcome applicants regardless of sex, sexual orientation, gender expression/identity, race and ethnicity, age, caring responsibilities, faith, and ability. Intersex people, trans people, women (intersex and endosex, trans and cis), those with caring responsibilities, and those from other underrepresented groups are particularly encouraged to apply. Our recruitment practices are designed for maximum fairness, by minimising any effects of unconscious bias.

NOTE: There will be some flexibility regarding some of the conditions listed below, in exceptional circumstances.

Criteria	Essential	Desirable	How this will be assessed
Qualifications	<p>Official MA degree (level 3 Spanish Qualification Framework for Higher Education or level 7 European Qualification Framework)</p> <p>BA degree/s with good grade/s, in order of preference:</p> <ul style="list-style-type: none"> BA degree in Human, Juridical and Social Sciences (Anthropology, cultural studies, law, politics, sociology, psychology) Other BA degree 	<p>In order of preference:</p> <ul style="list-style-type: none"> GEMMA, Erasmus Mundus Master's Degree in Women's and Gender Studies Other MA in Gender or LGBTI Studies Other MA in Human, Juridical and Social Sciences 	<p>CV (indicating academic titles, supportive documentation to be submitted in case of being shortlisted)</p> <p>Written personal statement in English about the reasons to apply for the post, interest and relevant background in the field, and fulfilment of the essential and desirable criteria</p>
Knowledge	<p>Good knowledge of issues concerning sex, gender, and social inequalities</p>	<p>Good knowledge of research epistemologies, methodologies and</p>	<p>CV (indicating publications and participation in Conferences in the field</p>

		ethics, human rights framework, intersex studies and intersex activism, gender and/or LGBTI studies	of intersex, gender and/or LGBTI studies, further BA / MA, language skills, professional experience, participation in research projects, stakeholder experience) Written personal statement Interview
Research proposal	Feasibility and scientific interest of the research proposal, developed according to the topic, objectives, methodologies and outcomes established in the call		Research plan in English for the PhD project, based on the description of the project (see above), structured in the following sections: 1. Background 2. Hypothesis 3. Objectives 4. Methodology 5. Timeline 6. Bibliography (max. 10 references) Interview
Experience	<p>Ability to maintain confidentiality and to operate in an ethical way at all times</p> <p>Any potential conflicts of interest (such as previous collaborative or social relationships with any team members) must be declared in the personal statement</p> <p>Applicants need to want to undertake teaching, teamwork, knowledge transfer, management of their project and some supervision (e.g. of administrative staff) and public awareness raising</p>	<p>Experience of relevant research methods</p> <p>Experience of some or all of the following: writing for publication, presentations, stakeholder engagement (e.g. work with NGOs), and/or media work</p> <p>Intersex people, women (intersex and endosex, trans and cis), those with caring responsibilities, and those from other underrepresented groups are particularly encouraged to apply</p> <p>Experience of managing issues that are sensitive, including data protection, ethics,</p>	<p>CV (indicating publications and participation in Conferences in the field of intersex, gender and/or LGBTI studies, further BA / MA, professional experience, stakeholder experience)</p> <p>Written personal statement in English</p> <p>Interview</p>

		and public facing issues Experience of reporting to funders	
Skills	<p>Required language skills: A high level of English language skill is necessary as the INIA project is in English (C2 English Language Certificate or academic degree in English)</p> <p>A high level Spanish language skill is needed for taking part of the PhD Programme at the University of Granada</p> <p>Methodological skills in explorative literature reviews and qualitative research</p> <p>Ability to work in a team</p> <p>Ability to work cross-culturally at an international level</p> <p>Ability to travel and to work in other countries including taking part in secondments with NGOs and in academic or medical settings</p> <p>Ability to work with a range of stakeholders including activists and advocates, medical practitioners, policy makers, the public, and academics</p> <p>Ability to keep to deadlines and to deliver results</p>	<p>Excellent communication skills, written and verbal</p> <p>Effective presentation skills</p> <p>Ability to solve problems independently</p> <p>Numerate</p> <p>IT Literate</p> <p>Attention to detail</p> <p>Ability to conduct knowledge transfer and dissemination activities</p>	<p>CV (indicating C2 English Language Certificate or academic degree in English, other language certificates, training certificates, professional experiences, participation in research projects, experiences in the international context)</p> <p>Written personal statement in English</p> <p>Text in English signed as the only author and with certified authorship (Publication, MA or BA thesis or other assessed academic work)</p> <p>Text in Spanish signed as the only author and with certified authorship (Publication, MA or BA thesis or other assessed academic work)</p> <p>Interview in English, with a part in Spanish</p>
Diversity	<p>Support for our aim that INIA will ensure that all aspects of the project (training, research, decision-making, dissemination) are driven</p>		<p>Written personal statement in English</p> <p>Interview</p>

	<p>by inclusive and diverse perspectives and experiences.</p> <p>It is necessary that the Research Fellow has a commitment to equality and diversity including sex, sexual orientation, gender expression / identity, sex characteristics, race and ethnicity, age, caring responsibilities, faith, and ability.</p> <p>Intersex people, women (intersex and endosex, trans and cis), those with caring responsibilities, and those from other underrepresented groups are particularly encouraged to apply</p>		
Research Career	<p>The Research Fellow is in the first four years (full-time equivalent research experience) of their research career and does not already have a PhD</p> <p>The Research Fellow will wish to develop their research career in the field of intersex and sex variance, and to register for a PhD. INIA will make a substantial impact on their research career development</p>		<p>Written personal statement in English</p> <p>Research plan in English</p> <p>Interview</p>