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Public call for applications for Trainee Predoctoral Research Staff (PIPF) Marie Skłodowska-Curie Actions (MSCA) Doctoral Network call 2023

CONDITIONS OF THE CALL FOR APPLICATIONS 2024PIPF-MSCA

1. Background

Universitat Rovira i Virgili (Spain), Business Management Department invites applications for a PhD scholarship in “Financing Strategies of Social Enterprises”. The scholarship is part of the seismic Doctoral Network, based on a grant from the Marie Skłodowska-Curie Actions (MSCA) Doctoral Network call 2023.

The PhD project is part of a network of 15 doctoral theses which all contribute to the overall goal of understanding social entrepreneurship (SE) scaling. This particular PhD thesis is part of a work package on “Impact Investing for Social Entrepreneurship Scaling”. The position is focused on exploring alternative financing strategies for the external scaling of social enterprises (SE). The research aims to understand the evolution of SE financing, investigate alternative options such as crowdfunding and hybrid financing, and assess their effectiveness and compromises. This involves collecting data through interviews with key stakeholders, surveys of social enterprises, and financial data analysis. The expected deliverables include a comprehensive analysis of alternative financing strategies and their impact on SE scaling, as well as the development of a framework for balancing financial sustainability with social impact. In addition to the PhD thesis, the PhD student is expected to contribute to the deliverables of SEIZMIC-DN.

The seismic Doctoral Network will develop an interdisciplinary theoretical framework explaining the factors influencing SE scaling through replication and imitation.

- It will evaluate the impact of social entrepreneurship business model design on scaling outcomes, combining quantitative and qualitative assessments. The focus is on identifying design competencies that facilitate scalability and examining how factors like social forecasting and impact measurement support scaling.
- Furthermore, the project will investigate the intentions and actual outcomes of impact investors in supporting SE scaling in Europe. This involves longitudinal case studies to understand how impact investments contribute to scaling, replication, and imitation of SE initiatives, as well as competencies needed by impact investors.
- Next, the seismic doctoral network will develop an interdisciplinary model for professional learning and curriculum development to enhance SE scaling. This includes training SE educators, conducting longitudinal trials of SE education, and assessing the role of feedback in supporting learning among social entrepreneurs, ultimately contributing to entrepreneurship education.
- Finally, the network will propose and test a theoretical model on the role of digital ecosystems in SE scaling, exploring bottom-up creativity, digital data politics, and collaborative networks. This also involves training and implementing an AI model specialized in SE scaling.

The doctoral position offered by the University is related to DC12: Impact Investment Strategies and Social Entrepreneurship Scaling (URV Tarragona).

2. Regulations

The present call for applications is governed by the following:



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- Organic Law 2/2023, of 22 March, of the University System.
- Law 14/2011, of 1 June, on Science, Technology and Innovation, modified by Law 17/2022, of 5 September.
- Royal Decree 103/2019, of 1 March, which approved the Statute of Trainee Predoctoral Research Staff.
- Royal Decree 99/2011, of 28 January, which regulates official doctoral courses, modified by Royal Decree 576/2023, of 4 July.
- Law 1/2003, of 19 February, regarding the Universities of Catalonia.
- Government agreement GOV/40/2022, of 08 March, which approved the Statute of the Universitat Rovira i Virgili.
- The Institutional Integrity Plan and anti-fraud measures of URV in the field of public procurement and subsidies, approved by the Governing Council on 21 December 2021.
- The Doctoral Programme Academic and Registration Regulations for the corresponding academic year.
- Marie Curie – HORIZON TMA MSCA Doctoral Networks programme.

All current regulations regarding the recruitment of Trainee Predoctoral Research Staff (PIPF) will also apply.

3. Objective Scope

The objective of this programme is to complete a doctoral thesis at the Universitat Rovira i Virgili.

4. Conditions

4.1 List of contracts:

The present call for applications is opened for **1** predoctoral contract of the Department of Business Management related to annex I attached to these conditions as part of Marie Skłodowska-Curie Actions (MSCA) Doctoral Network call 2023.

4.2 Characteristics of the contracts:

Trainee predoctoral researchers will have full-time research duties. Their main obligation will be to complete a doctoral thesis at the Universitat Rovira i Virgili and, at the same time, to carry out all of the doctoral programme activities in order to acquire the skills and abilities necessary to obtain the official university degree of doctorate.

The primary supervisor will be Associate Professor Xiaoni Li. As required by the MSCA funding guidelines, the PhD candidate will have a required academic secondment at one of the SEIZMIC-DN partner universities. In addition, the candidate will have to engage in a non-academic secondment at Ship2B Ventures, Barcelona.

The applicant must perform the job at the Universitat Rovira i Virgili, at the relevant secondment university, and at the relevant non-academic secondment partner, and must also be able to attend conferences and other required events.

If offered the position, the applicant must formally apply for doctoral studies in Economics and Business Program at the Universitat Rovira i Virgili (see <https://www.doctor.urv.cat/en/prospective-students/courses/7706/acces-i-admissio/>). Admission to the doctoral program is a prerequisite for employment.



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4.3 Requirements:

In order to qualify for a trainee predoctoral research contract, candidates must:

- Comply with the mobility rule of the MSCA guidelines: Researchers must not have resided or carried out their main activity (work, studies, etc.) in Spain for more than 12 months in the 3 years immediately before the recruitment date.
- Master's degree in Finance and Accounting, Business or related fields.
- Strong analytical and research skills (quantitative and qualitative).
- Excellent proficiency in English
- Initiative, independence in work, and organizational skills
- Good interpersonal skills
- Good application of R and/or Python in data management.
- Be aged between 18 and the retirement age.
- Have the functional capacity to perform the duties of the job to be filled.
- Not have left the service of any of the public administrations for disciplinary reasons, or be forbidden from carrying out public functions.
- Not be disqualified in any of the ways listed in Law 53/1984, of 26 December, regarding the disqualification of personnel from the public administrations.
- Not be in possession of a doctoral degree.
- Comply with the [requirements to access a doctoral programme in Economics and Business Programme](#)

4.4 Duration

PIPF contracts will have a duration of 3 years. In addition to their academic PhD research the PhD student is expected to contribute to the deliverables of the seismic project and their dissemination (for details see "Background" above). The periods of other pre-doctoral contracts will be deducted from the total amount of this contract.

Trainee predoctoral research staff will be assessed annually by the academic committee of the doctoral programme for the duration of their time on the programme as established in the doctoral programme's Academic and Registration Regulations. The contract will be terminated if this assessment is not passed favourably.

Likewise, the contract may be terminated after notification by any of the parties or by any of the causes stipulated in article 49 of the revised text of the Llei de l'Estatut dels Treballadors (Workers' Statute Law).

4.5 Amount:

The scholarship is a fully salaried predoctoral position with an annual gross salary of 36.000 euros.

4.6 Presentation of applications:

Individuals who meet the necessary requirements to apply for this position must complete the corresponding [online application form on the website of the URV](#). The following documentation must be sent electronically:

- Photocopy of current identity card (DNI), resident's card (NIE) or passport in hand.



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- Cover letter (1-2 pages) in English, detailing the applicant's interest in the project and what they bring to its development and execution.
- A research plan proposal (2000-4000 words plus references). in which candidates outline their approach to conducting the research relevant to the position. The research proposal should demonstrate the applicant's ability to independently design a research project and situate it within the appropriate literature, addressing both theoretical perspectives and research methodologies. In the proposal, candidates should align their research plan with the project's description. Specifically, outline how you would investigate regarding the dynamics and impacts of different investment strategies on the scalability and sustainability of social ventures. The research plan proposal may consider the following aspects:
 - A brief statement of the project objectives.
 - A discussion of the research question(s) or hypotheses in this line of research.
 - A review of the current state-of-the-art research in Impact Investment Strategies and Social Entrepreneurship Scaling.
 - An explanation of the theoretical frameworks underpinning the project.
 - A description of the methods to be employed and the project's potential contribution.
- Full CV with an emphasis on your academic development, including list of publications, if applicable.
- Course transcripts from bachelor and master's work
- Diplomas from bachelor, master's work.
- Copies of the master's thesis or research articles, if applicable.
- At least one recommendation letter from an academic advisor and contact information for referees.
- Applicants who have completed all or part of their bachelor's, engineering, architecture, or master's studies in centres outside the Spanish university system must, in addition, submit the declaration of equivalence calculated in accordance with the resolutions of 21 March 2016, 21 July 2016 and 18 September 2017 of the General Directorate of University Policy of the Spanish Ministry of Education, Culture and Sport or the resolutions that are in effect at the time when the application is presented (consult [here](#)).
- Certificate of English level.

All documentation must be presented with the application form in the manner indicated above and within the established deadline.

Under no circumstances will any qualification or merit that has not been accredited in the manner stipulated in these conditions be taken into account.

Deadline for applications: **18 October 2024 23:59h (CEST)**

4.7 Evaluation, prioritization and selection:

The committee that is to evaluate the applications submitted will have three full members and three substitute members who are all members of the department's full-time teaching and research staff and who meet the URV's requirements to supervise doctoral theses.

The committee for evaluating applications will be presided over by the principal researcher affiliated to the contract as long as there is no [conflict of interest](#).

The committee will assign the contracts in accordance with the relevance of each applicant's academic transcript to the area of knowledge pertaining to the contract. The committee members



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may decide to interview candidates in person. The agreement will be published on the [electronic side of the University](#).

If, during the selection process, the selection committee deems it necessary, it may ask any of the candidates to prove that they fulfil all or some of the requirements for participation in the selection process.

To enable the committees to evaluate and prioritize the candidates, the following formula will be used to calculate the candidates' scores:

Final score = A+B

Where **A** is the score corresponding to the following scale:

Value of 70% C + 30% D	Value of A
5 -6.49	0
6.49 – 7.49	1
7.5-8.49	1.5
8.5 – 8.9	2
9-9.49	2.5
9.5-10	3

Where:

C is the weighted average grade for the undergraduate degree (0-10) (*)

D is the weighted average grade for the master's degree (0-10) (*) and

B is the committee's score relating to the candidate's suitability for the knowledge area of each position available (0-7).

The committee will agree on a prioritised list of the positively valued candidates. The lists of selected candidates and the candidates on the waiting list will be published on the [website](#) and will comply with the [rules on personal data protection](#).

After examining the proposed assignation of the selected candidate, the Rector will pass a resolution in which he will name the candidate selected in the order proposed by the Selection committee. The competition may be declared void.

Any appeal against the awarding of the contract must be addressed to the Rector of the URV and presented to the General registry within one month of the publication of the award.

(*) Candidates who have studied all or party of their undergraduate studies outside the Spanish education system must submit their academic transcripts with the [declarations of equivalence](#) calculated in accordance with the resolutions of 21 March 2016, 21 July 2016 and 18 September 2017 of the General Directorate of University Policy of the Spanish Ministry of Education, Culture and Sport or the resolutions that are in effect at the time when the application is presented.



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4.8 Contracting:

From the day after the selected candidate name is published, the candidate has 5 working days to present the relevant documentation to the Human Resources Service through the [online application system](#) so that they can sign the corresponding contract. Candidate who fails to present this document within the established period will be regarded as having renounced the offer of a contract.

Candidate must be registered for full time study on the Economics and Business doctoral programme when the work contract with the URV is formalised. In accordance with the Academic and Registration Regulations for Doctoral Programmes, the candidate must first complete the pre-registration process in order to be admitted onto the doctoral programme within the periods established by the university for this purpose.

The type of contract will be a fixed term, full time Predoctoral Contract (Trainee Predoctoral Research Staff, First Stage Researcher (R1)), in accordance with article 21 of Law 14/2011, of 1 June, on Science, Technology and Innovation, modified by Law 17/2022, of 5 September. Successful candidates will be registered with the general regime of the social security system.

As employee, the candidate will have the same rights as the rest of the URV's workers, in accordance with the revised text of the Workers' Statute Law, approved by RDL 2/2015 of October 23, and with the employment contract linked to the research project.

Selected candidate is expected to join their job position from 01 February 2025. Failure to join during this period will lead to the termination of the contract.

4.9 Renunciations and substitutions:

If the selected candidate wishes to renounce the contract, he/she must communicate this in writing to the Human Resources Service, giving at least 15 days' notice. This communication must state that the student has voluntarily renounced the contract and give the date from which he/she wishes to withdraw from it.

A trainee predoctoral researcher may be substituted if this is requested by the evaluation committee. A request to substitute a trainee predoctoral researcher may be made in the following cases:

- renunciation
- non-renewal
- early cessation

If an applicant relinquishes or resigns from a contract before time, and if there is a waiting list, the rector will appoint the first candidate on the waiting list as the applicant's replacement.

4.10 Incompatibility:

This contract is incompatible with any other contract or grant, with payments or salaries that involve a contractual link, with registration grants; with activities that may prevent the individual from dedicating him/herself exclusively to the work that is the object of the contract. The worker undertakes to work exclusively for the project.



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4.11 Publicity:

Any publications or other results that result from the contract must follow the URV's affiliation regulations. They must also cite the funding entity or entities in the appropriate section and the reference number assigned to the funding according to the European Union research and innovation programme "Horizon Europe" according to the Marie Skłodowska-Curie Actions – Doctoral Networks, núm.101169098, funding agreement.

4.12 Others:

The awarding of a PIPF contract does not imply any type of commitment on the part of the awarding department regarding the subsequent employment of the trainee predoctoral researcher.

In accordance with the Regulations regarding the Industrial and Intellectual Property of the URV that were approved by the Governing Council on 30 April 2009 and modified by the Governing Council on February 22, 2018 and May 7, 2020, the intellectual ownership of a literary, artistic or scientific work belongs to the author for having created it; however, the exploitation rights will have first been transferred to the university unless there is an agreement to the contrary.

The predoctoral researchers will adhere to the recognised ethical practices and fundamental ethical principles appropriate to their research. The research carried out must comply with the EU's ethical principles, Spanish and international legislation applicable, as well as the [Charter of Fundamental Rights of the EU](#). The URV has developed the "[Code of good practices in research, research training, development and innovation of the Universitat Rovira i Virgili](#)", which should be used as a guide to ensure the best practices for excellence in research.

4.13 Contact:

For further information on the project, prospective applicants can contact Dr. Xiaoni Li, xiaoni.li@urv.cat

For questions about the application and HR process as well as the formal requirements of your application you can contact gestiodepersonalinvestigador@urv.cat

4.14 Complaints:

Any interested party may lodge an appeal against this call for applications and its conditions at the Social Court in Tarragona or at the court in their place of residence, provided that this court is within the jurisdiction of the Social Court of the Supreme Court of Catalonia. This appeal must be lodged within a period of two months starting on the date of publication of the call for applications, as specified in article 69 of Law 36/2011, of 10 October, which regulates the social courts.

Likewise, interested parties can appeal to the rector of the URV against the administrative actions of the committee within one month of having been informed of this decision. This appeal will be understood to have been rejected if the university administration publishes no resolution regarding the appeal within three months after it has been lodged.

Likewise, interested parties may lodge any other appeal they deem necessary to defend their interests.



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Tarragona, 30 September 2024

Basic information on data protection

PERSONAL DATA PROTECTION INFORMATION	
Responsible party	The party responsible for processing your personal data is the Universitat Rovira i Virgili with CIF Q9350003A and fiscal address at Carrer de l'Escorxador, s/n, 43003 Tarragona.
Purpose	Personnel selection and provision of work positions by the University.
Rights	You can exercise your right to access, rectify, delete, transfer, limit or oppose the processing of your data by means of a letter addressed to the General Registry of the URV at the same address as the fiscal address or by means of a letter presented at the General Registry of the University, in person or electronically, as indicated at https://seuelectronica.urv.cat/registre.html .
Additional information	You can consult additional information about the processing of personal data called <i>Provisió i selecció de llocs de treball</i> and your rights in the Processing Activities Register of the URV published at https://seuelectronica.urv.cat/rgpd/ where you can also consult the Privacy Policy of the URV. Additionally, you can address any query on personal data protection to our data protection representatives using the e-mail address dpd@urv.cat .