

## INTERNAL PROMOTION CALL

### The Institute

The **Santa Creu i Sant Pau Hospital Research Institute Foundation** is a scientific foundation which mission is to improve health and quality of life of the population, through the production and dissemination of scientific knowledge, training of researchers to an international standard, and promoting health innovation and the incorporation of medical advances in clinical practice and healthcare policies. Created in 1992, the institute was attached to the Autonomous University of Barcelona (UAB) in 2003, and since 2011 it is part of the Government of Catalonia's CERCA Programme.

For the Foundation, it's a priority to ensure that the recruitment of the most suitable candidate to cover a job is carried out through an open selection process, transparent and merit-based (OTM-R). Following these guidelines will promote the mobility of staff, the exchange of knowledge and, ultimately, the increase in the quality of teaching and research. Faithful to the commitment to the human resources strategy of the European Union, our institution's personnel selection and recruitment procedures are governed by a set of basic principles that guarantee everyone equal access to a work placement. Therefore, the constitutional principles of equality, merit and capacity are followed, respecting in any case the national and international regulations in force in this area, specifically the European Charter of the Investigator and the Code of Conduct for the recruitment of Researchers (C&C). The principles of C & C are applicable for the recruitment of any staff of the institution, regardless of their professional category.

The **Santa Creu i Sant Pau Hospital Research Institute Foundation** needs to incorporate at the **Legal Advice and Labour Relations (Human Resources) Area**:

**A6 Area Director**

### About the Unit / Group:

The IR Sant Pau's Legal Advice and Public Procurement Unit is responsible for supervising and supporting the Institute in all areas to ensure proper compliance with the established legal regulations, offering advice on both preventive and resolution, in all branches of public and private law (civil, commercial, administrative, labour, criminal, transparency law, etc.).

The legal unit is also responsible for contracting the works, services and supplies required by the foundation, in accordance with the procedure and regulations of the Public Sector Contracts Act.

The HR Unit, in the context of the Labour Relations, provides advice on labour law and represents the Institute before the Social Security entity, as well as managing the relationship between the company and employees, in terms of conflict mediation and the company's relations with Union representatives.

### Essential requirements

- Minimum qualification required: Higher Education (Bachelor's Degree, University Degree).
- Minimum 5 years of accredited professional experience as a Manager.
- Oral and written knowledge of the two official languages of Catalonia. Level C of Catalan
- High Level of English
- Advanced knowledge of office tools (excel, word, power point, etc).

### Skills will be valued

- Training in civil and commercial mediation
- Master's degree in Human Resources Management
- Knowledge and experience of at least 5 years as secretary of the contracting boards of public sector entities.
- Knowledge of procedural law (litigation and civil-commercial).
- Knowledge and experience in Human Resources.
- Knowledge of English and other languages.
- Knowledge of data protection, transparency law, intellectual property and public law.
- Knowledge of incompatibilities of public sector staff.
- High level of initiative and leadership to be responsible for the coordination of two or more areas.

## Functions

In the Legal Advice and Public Procurement Area:

- Managing the Legal Advice Department and coordinating the team.
- To offer specialised legal assistance to the Institute and to the different Units and Research Groups, in all branches of law.
- To manage the Institute's Public Procurement Department.
- Advising on the Organic Law on Data Protection.
- Preparation of reports, legal notes and documents necessary for the agreements of the Board of Trustees.
- Legal assistance to the Scientific Directorate and Management of the Institute.

In the area of Human Resources and Labour Relations:

- Manage the Human Resources Department.
- To direct Labour Relations, following the indications of Management.
- To supervise fluid contact with the Institute's social representatives.
- Directing and organising the registers of collective bargaining agreements, business and trade union associations, trade union elections and temporary employment agencies, as well as the negotiation of agreements.
- Supervision of the company's representation before the Ministry of Labour and supervisory entities.
- Negotiating labour disputes: strikes, work stoppages, as well as appropriate mediation in court.
- Negotiating the termination of the workers' relationship with the company.
- Supervise the application of the disciplinary regime
- Preparing, drafting and formalising general documents in administrative and legal proceedings.
- Proposing solutions to labour disputes and situations that may lead to them through mediation and negotiation.
- Assessing the strategic positions of the Institution.
- Drafting of reports and technical notes in the field of labour relations.
- Collaborating in the planning of the human resources and organisation function.
- Supervising human resources management and development policies (selection, training, internal communication, mobility, planning, remuneration, holiday and leave control, etc.).

- Supervise the development of the institution's strategic plans in the HR area (Equality Plan, Training Plan, Career Plan and Human Resources Strategy for Researchers).

## Offered

- Indefinite contract
- Annual workday of 1.627,50 hours (37,5 hours/week)
- Remuneration according collective agreement
- Legal Consultancy and Labour Relations Area

## Documentation and deadline for submission

Interested parties should preferably deliver the documentation (1) in PDF, by e-mail to the Management of the Santa Creu i Sant Pau Hospital Research Institute Foundation, address [ir\\_seleccio@santpau.cat](mailto:ir_seleccio@santpau.cat) , indicating the reference **2023/003**

### (1) Application letter and updated Curriculum Vitae

At the request of the Santa Creu i Sant Pau Hospital Research Institute Foundation, the candidates must present the documentation accrediting the merits mentioned in the curriculum vitae.

Applications will be resolved within a maximum period of one month from the end of the deadline for submission of documentation. At the end of this period, without having been notified of an express resolution, the interested parties will be entitled to understand that their applications have been rejected.

Santa Creu i Sant Pau Hospital Research Institute Foundation may declare this call for applications closed if, according to its criteria, the candidates does not meet the conditions that the Institution considers necessary to fill the position.

The interpretation of the requirements and their enforceability to the candidates will be exclusive to the Santa Creu i Sant Pau Hospital Research Institute Foundation.

**The deadline for submitting applications  
will end on January 20, at 3:00 p.m.**

**\*\* This promotion is subjected to the payment of the extraordinary contribution by the Health Department. However, the application of the promotion will be retroactive to 1 January 2023, in the case that the mentioned contribution is received after this date.**

*Fundació Institut de Recerca de l'Hospital de la Santa Creu i Sant Pau, sited at C. Sant Quintí, 77-79, 08041, Barcelona, Tel: 93 291 90 50, NIF: G-60136934, as Data Controller and in compliance with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) and the Organic Law 3/2018 of 5th of December, on the protection of personal data and the guarantee of digital rights, will treat your data with the sole purpose of developing this call. The legal basis for this treatment is the article 6.1 a, c and f from the GDPR, giving that we will ask for your consent, the treatment is necessary for the application of precontractual measures and its necessary to satisfy the legitimate interests pursued by the Data Controller.*

*The data will be kept during the necessary time to develop the call. Data will be treated solely by that areas and services that are allowed to in accordance with their assigned competences and functions. There will be no data cessions made unless there is a legal obligation to do so. You are entitled to exercise the rights of access, rectification, deletion, opposition, limitation and portability. In case you have any doubts, you can contact the data protection delegate at [dpo\\_ir@santpau.cat](mailto:dpo_ir@santpau.cat). You also have the right to file a complaint to the relevant control authority.*

**PERMANENCE COMMITMENT:** *Selected persons who will hold the summoned or vacant position, will not be able to apply for a new call until 1-year period has expired. In case of part-time job positions, this period will be of 6 months. In both cases, the period will compute from the date of publication of the resolution. The vacant summoned, and the ones that derive from it (intern movements), will be successively covered on the same proceeding among the submitted candidates to each particular call, regardless of whether this entails coverage of places in turns other than the call.*

Barcelona, 11/01/2023



**Human Resources Departament**  
Santa Creu i Sant Pau Hospital Research Institute Foundation