

## CRIS Out-Back Fellowship Programme Employment Conditions

### Employment process

This grant will be assigned by CRIS Cancer Foundation (CRIS) to the Return Host Institution on behalf of the fellow. CRIS will sign an agreement with the host institution which will receive the programme allowance directly and must fully cover all expenses deriving from the programme. The contractual relationship between the fellow and the institution shall comply with the Spanish law as it stands at any given time.

CRIS will provide an Agreement Template to Return Host Institution, including terms and conditions of this Programme and its calls. This agreement will include the responsibilities and obligations of the fellow and the institution. It shows the access to facilities and equipment, administrative management and the scientific and economic report of activities developed during the fellowship. The agreement must be signed prior to fellowship beginning by both fellow and a legal representative of the Return Host Institution

CRIS will ensure that all acquired commitments with the Return Host Institution are included in the Host-to-Host agreement between the Outgoing and Return host institutions. CRIS will provide a Host-to-Host institution agreement template, signed by the legal representative of both institutions and the fellow, and will get a copy of the signed agreement prior to the start of the outgoing phase

### General appointment conditions

CRIS Cancer Foundation signs an agreement with the return host institution where fellows will be hired during the 4-year fellowship. This agreement will show the terms and conditions for the transfer of funding from CRIS to the hiring institution after the selection of the fellow. It will be signed by the Director of CRIS Cancer Foundation, the legal representative of the institution and the fellow, prior to the starting of the programme of each fellow at their institution.

CRIS will ensure that the Return Host Institution will hire the fellow with an **employment contract** according to local legislation. The contract will also cover **working conditions**, access to **facilities and equipment and rights related to co-authorship or intellectual property**. CRIS will also ensure that fellow commits to general principles and requirements applicable to researchers.

The employment conditions shall comply with local legislation, including statutory working practices, social security applicable regime and taxes, working hours and free time for personal training or participating as lecturer at seminars, vacation annual period, social benefits (maternity / paternity leaves, sick leave and parental leave) and its incompatibility with other contracts. CRIS will ensure it will comply with the equal status act, employment equality acts, disability act.

The CRIS Out-Back Fellowship Programme is awarding fellows with competitive salary conditions to the target profile defined at this call. Candidates are post-doctoral scientists for a maximum of 5 years since their doctorate or between 4 and 9 years of full-time research experience. The Out-Back Programme living allowance covers €54,500 gross salary for fellows in monthly payments (12 payments a year). The mobility allowance is covering €5,000 for the expenses caused by mobility to another country as flat renting or household bills. Living and mobility allowances will cover secondments.

Although fellows will be at international sites during the outgoing phase, their contract will be at

a Spanish institution and the applicable labor regulations and conditions will be the Spanish ones.