

Centro de Investigación Científica y de Educación Superior de Ensenada,  
Baja California.

## OPEN CALL

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The Center for Scientific Research and Higher Education of Ensenada CICESE, Baja California, calls for an open competition to occupy the position of RESEARCHER in the Marine Ecology Department of the Oceanology Division.

### REQUIREMENTS:

#### a) Academic Training:

- Candidates must have a PhD degree in marine ecology, and proven ability to carry out original and independent research in the areas of coastal and marine ecosystems.
- Postdoctoral or equivalent experience.

#### b) Profile:

- Candidates must have experience and abilities in the study of marine and coastal ecosystems with emphasis, but not limited to, the following areas of research:
  1. Ecological processes, climate change and ecological resilience
  2. Marine biodiversity
  3. Mathematical ecology and modelling
- Candidates must have ability and willingness to advise students at the master's and doctoral levels and teach graduate courses in the areas mentioned above.

#### c) Skills:

- Ability to successfully submit projects to national and international financing agencies to obtain the economic resources needed to carry out scientific research.
- Write scientific and science communication articles and have verbal communication skills to present academic and general interest seminars.
- Involvement in outreach projects with social, governmental, and productive sectors.
- Ability to work with interdisciplinary research group.

### EVALUATION PROCEDURE:

The revision, analysis, and evaluation of the candidate's applications will be performed by a Selection Committee which will also consider:

- Presentation of an academic seminar at the Marine Ecology Department (MED).
- One or more interviews with the MED faculty.



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Seminar and interviews by videoconference will be considered.

If the Selection Committee does not decide for any candidate, the call will be declared void, and a new one will be issued.

The recommendation of the Selection Committee will be submitted to the Internal Council of the Division of Oceanology and to the approval of the General Director.

### SALARY AND BENEFITS:

The economic benefits of the position are: (a) Salary according to an assigned category (see table in the attached appendix), awarded following a curricular evaluation according to the Academic Personnel Statute of CICESE. (b) Higher benefits than those required by law (vacation bonuses, health insurance for major medical expenses, savings fund, etc.). (c) Productivity bonuses. (d) Scholarship granted by the National Council of Science and Technology if the researcher is part of the National System of Researchers of Mexico SNI (in case of not belonging to the SNI, CICESE expects that the selected candidate applies for admission).

### APPLICATION:

Applications must include the following:

- Curriculum vitae.
- Letter of interest with a detailed discussion of research and teaching topics of interest.
- Three letters of recommendation.
- Brief working plan for the first three years at CICESE.

Application documents should be sent in digital form through e-mail, in a single file in PDF format. The letters of recommendation should be sent directly by the recommender to:

<b>CONTACT:</b>	<b>Dr. Omar Valencia Méndez</b> <b>Coordinator of the Selection Committee</b> <b>Marine Ecology Department</b> <b>E-mail: <a href="mailto:jef-dem@cicese.mx">jef-dem@cicese.mx</a></b> <b>Phone: +52 646 1750500, ext. 24221</b>
<b>APPLICATION DEADLINE:</b>	<b><u>June 30th, 2022</u></b>

**Publication date: May 30th 2022.**



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### APPENDIX

TABLE WITH SALARIES FOR RESEARCH PERSONNEL ACCORDING TO CATEGORY IN 2022

Category	Level	Gross monthly salary (Mexican pesos)
Researcher	C	\$42,730.40
Researcher	B	\$40,974.05
Researcher	A	\$39,218.05
Associate Researcher	C	\$35,706.20
Associate Researcher	B	\$31,608.95
Associate Researcher	A	\$30,204.30

Category will be assigned by the External Ruling Commission according to the Academic Personnel Statute of CICESE and benefits are stated in the Collective Labor Contract, which can be consulted (in Spanish) at: <https://normasapf.funcionpublica.gob.mx//NORMASAPF/Descarga?id=38344>

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### PRESTACIONES DEL PERSONAL DE INVESTIGACIÓN 2022

(Benefits in addition to salary)

**Cláusula 23** Incentivos económicos por productividad de los trabajadores. (Economic Productivity Incentive).

**Cláusula 25.** Cursos de posgrado impartidos. (Academic teaching postgraduate courses).

**Cláusula 29** Del aguinaldo. (40 días de salario) (Christmas bonus 40 days of salary).

**Cláusula 30-bis.** De la prima quinquenal (Después de 5 años de antigüedad) (Quinquennial Premium).

**Cláusula 31** De la prima vacacional. (Vacation Premium 12 days of salary).

**Cláusula 33** Del fondo de ahorro. (Savings fund). (6% of the monthly salary contributed by CICESE as savings fund, paid every November, in addition to the 6% from the employee).

**Cláusula 34** De la ayuda de despensa. (Catorceales \$528.00 en monedero electrónico) (Grocery\*).

**Cláusula 34 BIS** De la ayuda de transporte (Catorceales \$371.00 en monedero electrónico) (Transportation\*).

**Cláusula 37** De los seguros, prestaciones y servicios obligatorios del ISSSTE. (Social benefits: social security, housing fund)

**Cláusula 39** De la estancia infantil. (Kindergarten).

**Cláusula 40** Del seguro de vida (Life insurance).

**Cláusula 41** De la canastilla. (Newborn basket).

**Cláusula 42** Del menaje de casa. (Manage of household effects refund).

**Cláusula 43** De la ayuda para lentes oftálmicos. (Ophthalmic lenses refund).

**Cláusula 45** De la ayuda de aparatos ortopédicos, auditivos y sillas de ruedas. (Orthopedic devices).

**Cláusula 46** Apoyo de enfermería. (Nursing service).

**Cláusula 47** De las becas para cursos de idiomas. (Scholarships for language courses).

**Cláusula 49 BIS.** Becas para hijos de trabajadores. (Scholarships for worker's children).

**Cláusula 50** Del día de la madre y del día del padre. (Mother's day & Father's day celebration).

**Cláusula 51** De la dote matrimonial. (Marriage dote).

**Cláusula 54** De las prestaciones para los trabajadores académicos y técnicos. (Material didáctico equivalente al 6% de su salario tabular mensual) (Didactic material\*).

**Periodo Sabático** (después de 6 años de antigüedad) (Sabbatical period).

**Cláusula 55** De los días de descanso. (Los días laborales son de lunes a viernes) (Working days, discretionary rest days and holidays).

**Cláusula 56** Del período vacacional. (20 días hábiles de vacaciones cada año, dos períodos de diez cada uno, después de un año de labores) (Vacations 20 days a year).

**Cláusula 58** Del permiso por matrimonio. (Marriage leave).

**Cláusula 60** De la licencia por maternidad, paternidad o adopción. (Maternity or adoption leave).

**Cláusula 60 Bis.** Licencia por defunción de familiar (Family death leave).

**Cláusula 73** Seguro de gastos médicos mayores. (Major medical expenses insurance).

**Cláusula 75** Pago por defunción. (Death payment)

**Cláusula 76** Del pago de marcha.

**Cláusula 77** Del seguro de retiro. (Retirement insurance).

**Cláusula 78** De la vivienda. (Housing)

**Cláusula 79** De la prima de antigüedad. (Labor antiquity prime).

**Cláusula 80** Del reconocimiento por antigüedad (Recognition of labor antiquity).

**Cláusula 81** Pago por retiro voluntario. (Voluntary retirement).

**Cláusula 81 Bis.** Pago Único por baja del Servicio. (Single payment for voluntary retirement).

\* Paid by electronic wallet bonus.