Consolidation of the research career at ICAC-CERCA: a decisive step towards the future

The Catalan Institute of Classical Archaeology (ICAC-CERCA) has consolidated mechanisms aimed at **promoting the research career within the institution**, emphasizing its commitment to scientific excellence and the development of internal talent.

The starting point dates back to the Executive Committee meeting in 2022, where the establishment of the well-known research career was approved as part of ICAC's HRS4R strategic plan.

This measure has had a direct impact on the non-research staff of ICAC-CERCA, facilitating vertical and horizontal promotions, as well as progression in the research career. The implementation of this policy has been crucial for various internal promotions during 2023 and 2024.

Its implementation began in 2023 with the **external evaluation of three researchers from the Institute**, in accordance with national and international standards. This evaluation, coordinated by Maria Gradillas, ICAC's administrator and a member of the Evaluation Committee, was carried out by external experts, ensuring the impartiality and rigor of the process.

> The favorable outcome of the external evaluation has allowed the promotion of researchers Ramon Járrega, Josep Maria Macias, and Josep Maria Palet to Research Professors.

El ICAC-CERCA is heading towards a promising future, with a strong commitment to scientific excellence and

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continuous growth

ICAC-CERCA's **commitment to transparency** is reflected in the publication of the 2022 internal regulations on the center's website, along with the recognition of the right of all staff to request internal promotion, emphasizing the importance of regular evaluation.

The beginning of 2024 has marked a new milestone in this internal improvement process, with the approval of the internal promotion competition for a senior technician position for the Documentation Centre, Library, and Open Science of ICAC-CERCA.

In conclusion, ICAC-CERCA is moving towards a promising future, with a strong commitment to scientific excellence and continuous growth.

About the Catalan Institute of Classical Archaeology (ICAC-CERCA)

The Catalan Institute of Classical Archaeology (ICAC-CERCA) is **a CERCA center** established as a consortium in 2003 by the Government of Catalonia and the Rovira i Virgili University. It is a Catalan institution with an international scope, at the forefront of research and conservation of archaeological heritage. Its headquarters are located in Tarragona, a city recognized as a UNESCO World Heritage Site in the year 2000. Its researchers work to understand the past through the study of archaeological remains and promote the preservation of the historical legacy. We are CERCA!

For more information, visit www.icac.cat.

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