



RESOLUTION of the Vice-Chancellor for Research of Public University of Navarre no **228/2026**, of 12 December, calling a selection process to hire research staff to carry out the research project “EDF-2022-LS-RA-DIS-AC 101121434 ACROSS Adaptive Camouflage foRsOldierS and vehicleS”.

As of 11 February 2026, the Research Service requests the calling of a selection process to hire researching staff as Type-1-project Doctor Collaborator, through a scientific-technical activity contract linked to the Research Project “EDF-2022-LS-RA-DIS-AC 101121434 ACROSS Adaptive Camouflage foRsOldierS and vehicleS”. Mr Miguel Beruete Díaz, full professor at university, member of the Department of Electrical, Electronic and Communications Engineering, is the researcher in charge.

Having seen the report-proposal of the Head of the Human Resources Service.

In exercise of the powers vested by Resolution of the Chancellor of Public University of Navarre no 1306/2023, of 20 June, which approves the general structure of the governing council and determines their functions,

I HEREBY DECIDE:

One.- The approval of the call for selection process to hire research staff to carry out the research project “EDF-2022-LS-RA-DIS-AC 101121434 ACROSS Adaptive Camouflage foRsOldierS and vehicleS”, as well as its rules.

Two.- To communicate this resolution to the members of the Selection Committee and the Research Service.

Three.- To command the publication of this resolution on the online notice board of the University and in the Official Gazette of Navarre.

Pamplona, 12 February 2026
Martín Larraza Quintana
Vice-Chancellor for Research

CALL OF THE SELECTION PROCESS TO HIRE RESEARCH STAFF TO CARRY OUT THE RESEARCH PROJECT “EDF-2022-LS-RA-DIS-AC 101121434 ACROSS Adaptive Camouflage foRsOldierS and vehicleS”

This call will be governed by the following

RULES

1.- GENERAL INFORMATION

-Purpose of the call: the purpose of this call is to select staff to be hired afterwards to carry out the research project “EDF-2022-LS-RA-DIS-AC 101121434 ACROSS Adaptive Camouflage foRsOldierS and vehicleS”.

-Professional category: Project Assistant Doctor Type 1, largely a researcher in nature.

-Tasks to carry out: tasks related to the modelling and design of structures for camouflage.

1. Development of technologies for adaptive camouflage of platform, stage 2
2. Development of active and passive combined techniques in a mixed structure
3. Study of innovative solutions for adaptive camouflage
4. Validation and test

-Type of contract: in agreement with the provisions established in Article 23 bis of Law 14/2011, of 1 June, on Science, Technology and Innovation, the hiring will be implemented through a scientific-technical activity contract.

-Duration: indefinite, linked to the research project “EDF-2022-LS-RA-DIS-AC 101121434 ACROSS Adaptive Camouflage foRsOldierS and vehicleS”.

-Type of workday: full time

-Payment: that established on the Annex of the Regulations to hire Research Staff of Public University of Navarre, approved by agreement of the Governing Council on 3 May 2017, updated to 2026.

Payment of salaries may take place after meeting the goals established on the project. This payment will require as proof a final report of the project or contract written by the person in charge and a budget provision.

-Funding: the European Union.

-Publication places: notwithstanding the publication of the call on the Official Gazette of Navarre, every act and resolution arising from this call will be published on the electronic notice board of Public University of Navarre, within the corresponding section.

2.- APPLICATION REQUIREMENTS



2.1.- In order to be accepted to the selection process, applicants must meet the following requirements:

a) To have Spanish nationality, or that of one of the member states of the European Union, or to be a national of a State included in the application scope of the International Treaties held by the European Union and ratified by Spain, which accept free flow of workers.

The spouse of a person of Spanish nationality, of one of the other member states of the European Union and one of a national of a State included in the application scope of the International Treaties aforementioned can also apply, provided they are not separated, as well as their descendants and their spouse's, provided they are not separated, under 21 or over 21 who live at their expense.

Applicants from non-EU member states not included in the previous sections may participate in the call, provided they are legally residing in Spain and hold a document that allows them to reside and access the labour market without restrictions.

b) To be over 16 years of age and not have reached the mandatory retirement age set for public administration employees.

c) Official Doctoral degree in Telecommunications Engineering of Physics.

In the case of degrees obtained abroad, candidates must hold the corresponding equivalence certificate which proves, if applicable, the standardisation.

d) To not suffer from illness or physical or psychological disability which prevents the implementation of the functions corresponding to the positions offered.

e) To not have been expelled from service for any Public Administration through disciplinary proceedings, or not be disqualified to perform public functions by final judgement.

2.2.- Compliance with the requirements set forth in this call for applications is understood to refer to the date of the end of the period for submission of applications, and must be maintained during the term of the contract.

3.- APPLICATIONS

The application submission deadline is 10 working days following the day of publication of this call on the **Official Gazette of Navarre**.

The **application** to this selection process will be **telematic** through the On-line office of Public University of Navarre, in the following link:

https://sedeelectronica.unavarra.es/oficina/tramites/acceso.do?id=8734&block=PDI-RR-HH_1096&blockType=AREAS_SEDE&entity=1096

Click on "**Iniciar trámite**" (Start procedure)

In the field “**Documentación incorporada**” (attached files) you must attach the following documents for each category of position:

- Photocopy of the ID card, Spanish ID card for foreigners or passport.
- Photocopy of the degree required in the call.
- Photocopy of the academic record, specifying the average grade.
- Curriculum vitae with all the proof of merits deemed appropriate.

4.- ADMISSION OF APPLICANTS

4.1.- After the deadline to submit applications is finished, the provisional list of accepted and non-accepted applicants will be published, indicating the reason for non-acceptance where applicable. In the case that all applicants are accepted, this list will be approved as the final one.

4.2. Notwithstanding the provisional non-acceptance on grounds of not submitting the documents that rule 2.1 refers to, submitting the application after the established deadline or not meeting the necessary requirements to occupy the position applied for will be reasons for irremediable non-acceptance.

4.3.- Those applicants not accepted and omitted may pursue claims and amend, if it be the case, the errors they may have made within the 5 working days after the publication of the provisional list. Applicants who, within the stated deadline, do not amend the non-acceptance, will be ultimately excluded from the selection process.

4.4.- Once the claims and amendment period has finished, the final list of accepted and non-accepted applicants will be published.

4.5.- Including applicants in the list of accepted to the selection process, as well as in the list of people who have passed the selection process, does not imply in any case that the University acknowledges that they meet the general or specific requirements stipulated on the rules of the call. The certification and verification of these requirements will take place for those applicants who are to be hired, who must submit the original documents when they sign the contract.

4.6.- Inaccuracy, misrepresentation or omission of the original documents – related to those submitted together with the application form – will forbid the signing of the contract and will mean exclusion from the hiring list, in agreement with the declaration signed by the applicant.

5.- SELECTION PROCESS

It will consist of the assessment of the merits of the candidates in agreement with the submitted documents and based on the scale attached as Annex I.

Only the merits submitted before the end of the deadline to submit applications will be considered. Those obtained subsequently will not be considered. In no case will the Selection Committee take for granted the submission of a merit which has not been



mentioned or formally submitted, nor will it grant for each of the sections a higher result than the maximum stipulated.

All mentioned merits must be submitted through any legally valid means.

Each of the members of the Selection Committee will assess the merits of the applicants. The arithmetic mean of the points granted to each applicant will be their final result.

6.-RESOLUTION OF THE SELECTION PROCESS

6.1. Once the assessment of the merits submitted by the applicants is finished, the Selection Committee will communicate the Vice-Chancellor for Research the list with the applicants who have passed the selection process, indicating the obtained results.

6.2. The Vice-Chancellor for Research will declare the list of applicants who have passed the selection process approved. This list will be published on the electronic notice board of Public University of Navarre.

6.3. The hiring list generated in this call will be in force for three years following the day after publication.

As long as it is in force, this list may be used when the need arises to hire staff of the same category and nearly equal functions, for a project, contract, agreement, lecture, funds of the institute or research group, respecting at all times the order of preference.

6.4. Those applicants included in the hiring list generated in this call who accept a contract will not be offered to be hired to perform any other position, unless 15 or fewer days are left before the end of their contract.

7.- SELECTION COMMISSION

- Chairperson: Dr Francisco Falcone Lanas, full professor at University, member of the Department of Electrical, Electronic and Communication Engineering, by choice of the Vice-Chancellor for Research.
- Secretary: Dr Miguel Beruete Díaz, full professor at University, member of the Department of Electrical, Electronic and Communication Engineering.
- At-large member: Dr Jorge Teniente Vallinas, Associate professor (tenured), member of the Department of Electrical, Electronic and Communication Engineering.

SUBSTITUTE SELECTION COMMITTEE

- Chairperson: Dr Iñigo Ederria Urzainqui, Professor at University, member of the Department of Electrical, Electronic and Communication Engineering.
- Secretary: Dr Juan Carlos Iriarte Galarregui, Associate professor (tenured) member of the Department of Electrical, Electronic and Communications Engineering.

At-large member: Dr Carlos del Río Bocio, Full Professor at University, member of the Department of Electrical, Electronic and Communication Engineering.

The decisions of the Committee will abide in all cases by the provisions established on Law 39/2015, of 1 October, of the Common Administrative Procedure of Public Administrations, and on Law 40/2015, of 1 October, of Legal System of the Public Sector. For the purpose of communications and further matters, the Selection Committee will be based on the Administration and Management building of Public University of Navarre.

8.- PERSONAL DATA PROTECTION

Participation of interested parties in processes called by Public University of Navarre regarding staff management will entail data processing. The entity in charge of the data processing is Public University of Navarre itself.

This processing will be implemented in agreement with the relevant regulations, that is, the General Data Protection Regulation (EU) 2016/679 and Organic Law 3/2018, of 5 December, on Data Protection. The description of data processing is available at the Processing Activities Registry (Registro de Actividades de Tratamiento), published on <http://www.unavarra.es/portal-transparencia>.

Those affected by data processing are mainly applicants of selection processes and UPNA staff. Data processed are name, surnames, ID card no, academic and professional information as well as, occasionally, bank or social security information or any other necessary for the following purpose.

The purpose justifying data processing is to deal with selection, mobility and administrative procedures, certifications or any others related to the competence of UPNA in the matter of Human Resources.

Said purpose is a legitimization of public interest or power, as established on article 6.1.e) or Data Protection Regulation. Its legal foundations are, among other staff regulations, Legislative Royal Decree 5/2015, of 30 October, approving the consolidated text of the Public Employee Basic Statute Act and, if necessary, the Regional Legislative Decree 251/1993, of 30 August, approving the Consolidated Text of the staff employed in the Public Administration of Navarre.

The rights of the interested parties on access, rectification, suppression, limitation, opposition and portability, related to the corresponding processing activities, can be exercised before delegado.protecciondatos@unavarra.es according to articles 11 to 18 of the LOPD. In case of dissatisfaction, they can go to the Spanish Data Protection Agency accessible from the domain <https://www.aepd.es/>

9.- APPEALS

This resolution, in agreement with the provisions established on Article 38.4 of the Organic Law of Universities, exhausts the administrative procedures, against which



optional administrative appeal for reconsideration may be filed before the Chancellor or, directly, administrative appeal before the Administrative Court of Pamplona within one month in the first case and two months in the second case, always following the day this Resolution is published.

ANNEX I

Selection scale

SCALE TO USE AND/OR TESTS TO IMPLEMENT		
SECTION 1:	Doctoral degree	Points 5
<ul style="list-style-type: none"> - Up to 3 points will be awarded for a doctoral thesis on a topic related to computational electromagnetism, wireless systems, or metamaterials - 2 points shall be granted to doctoral theses with an "International Doctoral degree" distinction. (art. 15 of Royal Decree 99/2011 of 28 January regulating official doctoral degrees). 		
SECTION 2:	Researching experience	Points 65
<ul style="list-style-type: none"> - Proven knowledge about how to operate electromagnetic simulation software CST, COMSOL, GDCALC: 10 points for each tool, up to 20 points according to their knowledge level. - Proven knowledge about metamaterials-based structures: up to 10 points according to their knowledge level. - Proven knowledge about camouflage structures design: up to 10 points according to their knowledge level. - Publications in journals and conferences in the field of computational electromagnetism, wireless systems, or metamaterials: up to 3 points for an international journal article indexed in the JCR, or 0.5 points if not indexed; up to 1 point for an international conference; up to 0.5 points for a national journal article; and up to 0.2 points for a national conference The maximum number of points in this section is 15. - Participation in projects: 10 points will be awarded for participation in international/European projects - up to 3 points for participation in national projects, and up to 2 points for participation in regional projects. The maximum number of points in this section is 10 		
SECTION 3:	Post-doctoral experience	Points 20
Post-doctoral experience will be valued: 5 points per term. Periods of less than a term shall be granted points proportionally.		
SECTION 4:	Stays and English language	Points 10
<ul style="list-style-type: none"> - Stays in foreign research centres: 2 points per term. Periods of less than a term shall be granted points proportionally. - English skills: they will be assessed according to the levels stated on CRUE Spanish Universities with 1 point (A1 level), 2 points (A2 level), 3 points (B1 level), 4 points (B2 level) and 5 points (C1 level or higher). 		

The minimum score required to pass the selection process will be 50 points.

The ties that occur in the final result of the selection process will be settled in favour of those who obtain the highest score in SECTION 3. With equal scores, by those who

obtain the highest score in SECTION 2. If the tie persists, the selection process will be resolved by lottery.