

# The Office of Young Researchers (OJI)

Baibhab Pattnaik

2nd IFIC Day of Cultural Diversity  
18 May 2026

# OJI: Oficina de Jóvenes Investigadores (Young Scientists Office)

- 2017: Oficina de Jóvenes Investigadores, Género y Diversidad (JIGD)

“Try to eliminate any kind of discrimination or harassment that may take place at the Institute, ensuring equal opportunities for all its members, and promoting good relations between the components of all its departments.”

- 2021: Restructured in

- Equality and diversity committee (CID): [cid@ific.uv.es](mailto:cid@ific.uv.es) (See talk by Sonja!)
- Young Scientists Office (OJI): [oji@ific.uv.es](mailto:oji@ific.uv.es)

## Members:



Sara Rebecca Gozzini



Camilo García Cely



Baibhab Pattnaik

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Sara Rebecca Gozzini



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# IFIC Welcome Pack

Instituto de Física Corpuscular | Parque Científico, Catedrático José Beltrán, 2 | E-46980 Paterna, España | TEL: +34 963 543 473

## IFIC

About IFIC  
Organizational Chart  
IFIC's Personnel  
Visitor's Information  
Annual Reports  
Financiación IFIC  
Publications  
Electronic Invoicing  
**Welcome Pack**  
IFIC Commissions

## Research

Experimental Physics  
Accelerator-based High Energy Physics  
Physics  
Astroparticle Physics  
Neutrino Physics  
Nuclear Physics  
GRID and e-Science  
Medical Physics  
Theoretical Physics  
High Energy Physics  
Phenomenology  
Mathematical and Theoretical High Energy Physics  
Effective field theories in hadron and nuclear physics  
QCD and Strong Interactions  
Theoretical Astroparticle Physics and Cosmology

## UCIE

## Job Vacancies

## Support units

Administration and Management  
IT Services and Computing  
Electronics  
Mechanics  
Library  
Maintenance

## Quick links

Artemisa  
IFIC's Personnel  
Web Mail  
Mailing Lists  
Intervention request (RT self-service)  
HAL  
Índice  
WIKIJS  
Twiki  
Scanner  
Atomic, Molecular and Nuclear Physics Dept. (UV)  
Theoretical Physics Dept. (UV)  
Royal Spanish Society of Physics

## Outreach

Materials  
Activities  
Meitner Project  
Harmonic Oscillator Podcast

## Equality

## Master/Doctoral studies

JAE INTRO ICU 2026 GRANTS  
JAE Intro 2026 Grants  
Master in Advanced Physics  
Master's Degree in Quantum Technologies  
Doctoral Programme in Physics



# IFIC Welcome Pack

WELCOME PACK

## Welcome to IFIC.

- This Welcome Pack has been prepared in order to facilitate the necessary information for a newcomer to IFIC either through CSIC or University of Valencia. Any suggestions can be sent via email to [WelcomePack@ific.uv.es](mailto:WelcomePack@ific.uv.es).
- The IFIC, Instituto de Física Corpuscular, is a joint centre of the [Spanish Council of Scientific Research CSIC](#) and the [University of Valencia UV](#). With more than 280 members and a recognized international impact, it is one of the most important high-energy physics research centres in Spain and it is part of the Severo Ochoa Excellence Programme. The research at IFIC includes both [theoretical](#) and [experimental lines](#). IFIC has part of his Institute personnel recruited by CSIC and part recruited by the University of Valencia.
- For IFIC personnel recruited via CSIC:
  - If necessary formalities are required prior to your contract such as residence permits, homologation of academic records, etc. please contact [María José Gracia](#) referring to the head of your research group in the IFIC.
  - At your arrival the first day at IFIC, please contact the responsible of human resources [Luis Claramunt](#) and the Managing Director of the Institute [Ana Fandos](#).
    - Basic issues: your contract and your salary, labour calendar, working hours and location of workspace.
    - More basic issues: access card, email account, CSIC intranet password and work equipment, computer.
    - How to take a vacation, leave from work days (special permits and private matters) using the [CSIC intranet](#).
    - Assignment to your IFIC research group.
- For IFIC personnel recruited via UV:
  - If necessary formalities are required prior to your contract such as residence permits, homologation of academic records etc. please contact [María José Gracia](#) referring to the head of your research group in the IFIC.
  - At your arrival the first day at IFIC, please contact the responsible of human resources [Luis Claramunt](#) and the Managing Director of the Institute [Ana Fandos](#).
  - The signature of your contract will happen in the central services of the University of Valencia in the Blasco Ibañez Avenue, Nº 13.
  - Once you have signed your contract, you will again contact [Luis Claramunt](#) to formalize your affiliation to IFIC and the assignment to your IFIC research group.
- For IFIC "visiting" personnel: You will contact [Luis Claramunt](#) to formalize your affiliation to IFIC.
- Contact persons to get your allocation at IFIC:
  - IFIC personnel located at Scientific-Park - IFIC, please contact [Ana Fandos](#).
  - IFIC personnel located at Scientific-Park - IFIMED: please contact [gerente@ific.uv.es](mailto:gerente@ific.uv.es).
  - IFIC personnel located at the Burjassot Campus of the UV: please contact [Cristina Daniel](#) at the Department of [Theoretical Physics](#) or with [Estefania Sales](#) at the Department of [FAMN](#).
- Once you have your IFIC email account, you will be able to access more information that may be of interest to you in this [twiki](#), including for instance:
  - Information about funding opportunities for young researchers and hiring processes using grant funds.
  - IFIC's COVID contingency plan.

# IFIC Welcome Pack

## Protocolo de prevención frente a acoso y/o discriminación

- Si estás sufriendo una situación de acoso, puedes contactar a la [Comisión de Igualdad y Diversidad](#) (CID: [cid@ific.uv.es](mailto:cid@ific.uv.es)), o a cualquiera de [sus integrantes](#).
- [Protocolos de actuación frente al acoso laboral en el CSIC](#)
- [Protocolo de actuación frente a factores de riesgo psicosocial en el ámbito de la UV](#)
- En la web de la [CID](#) también puedes encontrar los protocolos de actuación en caso de acoso, de la UV y del CSIC.

# OJi: our activities

The mission of the Young Researchers Office (OJi) is to **support the professional development of doctoral and postdoctoral researchers at IFIC** through a variety of initiatives. These include activities aimed at integrating new members into the institute and fostering the application of skills acquired at IFIC in the professional and business sectors.

## 1) Postdocs Newcomers Fest

*“An event to showcase new researchers' interests and introduce IFIC's activities to newcomers.”*

## 2) PhD welcome session

*“A forum to introduce new PhD students to the institute and to connect them with fellow students.”*

## 3) IFIC-PhD-Meet-up

error: official motto not found

# Newcomers Fest 2025



# IFIC Meet-up

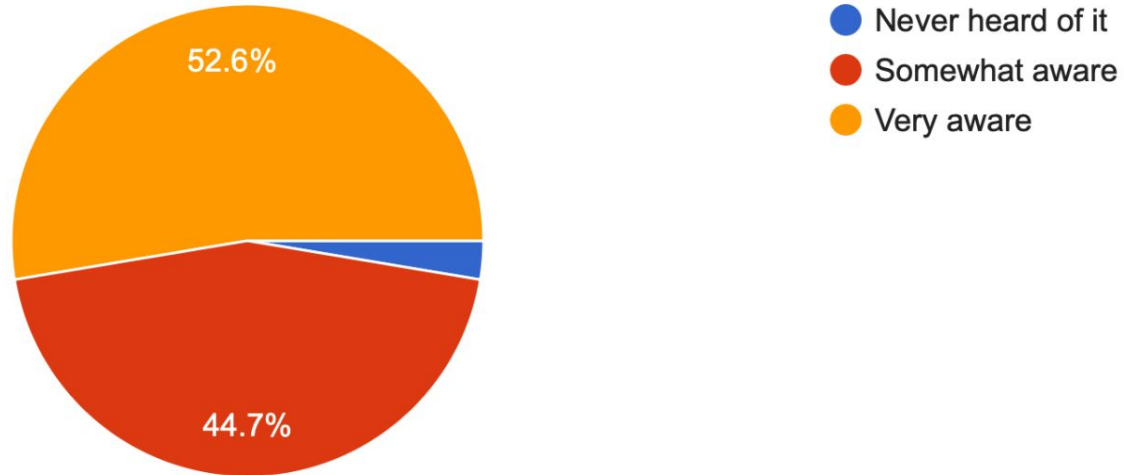


In short, the OJI strives to ensure that young researchers make the most out of their time at IFIC

Any issue that affects the well-being of young researchers, thus, falls under our ambit.

## Are you aware of abrupt or insecure contract situations at IFIC?

38 responses



# Survey on Employment Instability and Contract Security

This anonymous survey aims to understand how employment instability, abrupt contract termination, delayed renewals, and related administrative issues affect early-career researchers at IFIC.

We are especially interested in understanding impacts on international and non-EU colleagues, though anyone may participate.

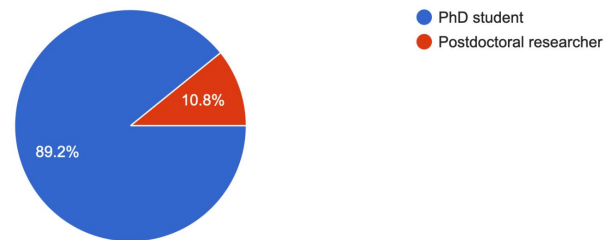
The survey should take approximately 10 minutes.

No personally identifying information is required.

Results will be summarized in aggregate form for discussion with staff representatives and the IFIC directorate at the IFIC Day of Cultural Diversity (<https://indico.ific.uv.es/event/8599/>).

## Respondent breakdown

37 responses



33 PhD students, 4 postdocs

# Survey on Employment Instability and Contract Security

## Respondent breakdown

This a termir resear

as a data scientist I must complain that, in case you care about ratios and not just examples, this sentence is a bad method in encouraging data taking ^^

We are collea

The st

'And if you know someone who's faced such issues, do share the survey with them.'

No pe

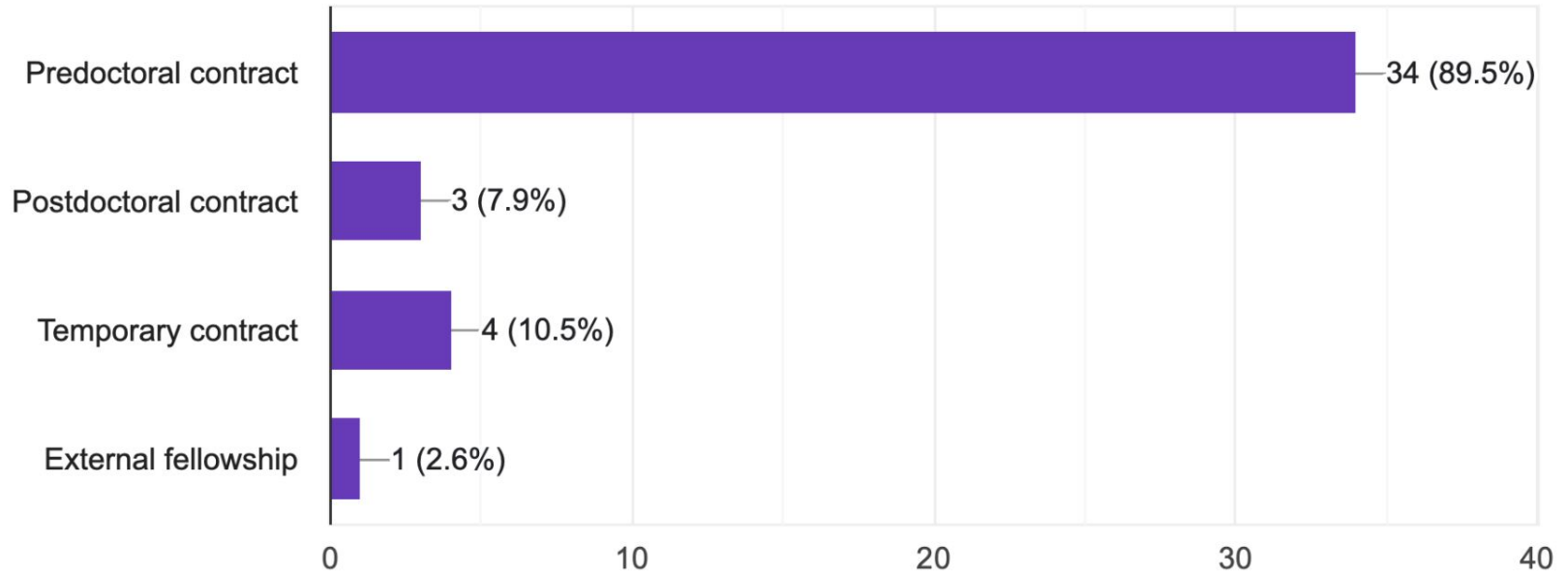
14:18

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33 PhD students, 4 postdocs

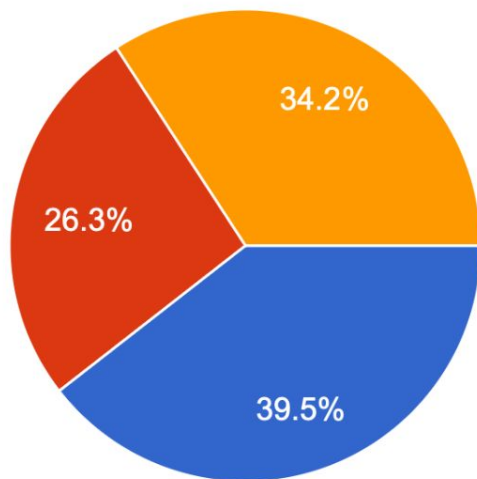
## What type of contract do/did you have? (select all that apply)

38 responses



## Citizenship status:

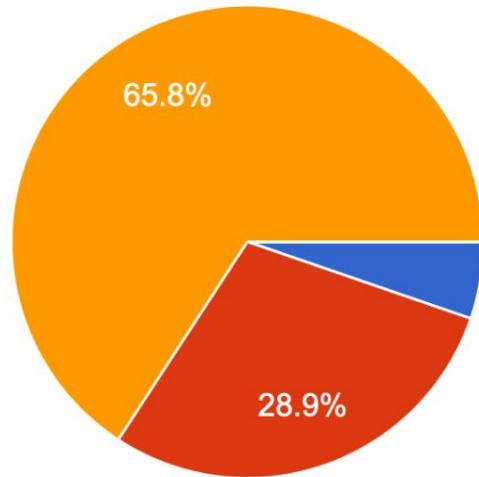
38 responses



- Spanish citizen
- EU citizen (non-Spanish)
- Non-EU citizen
- Prefer not to say

## Approximate duration at the institute

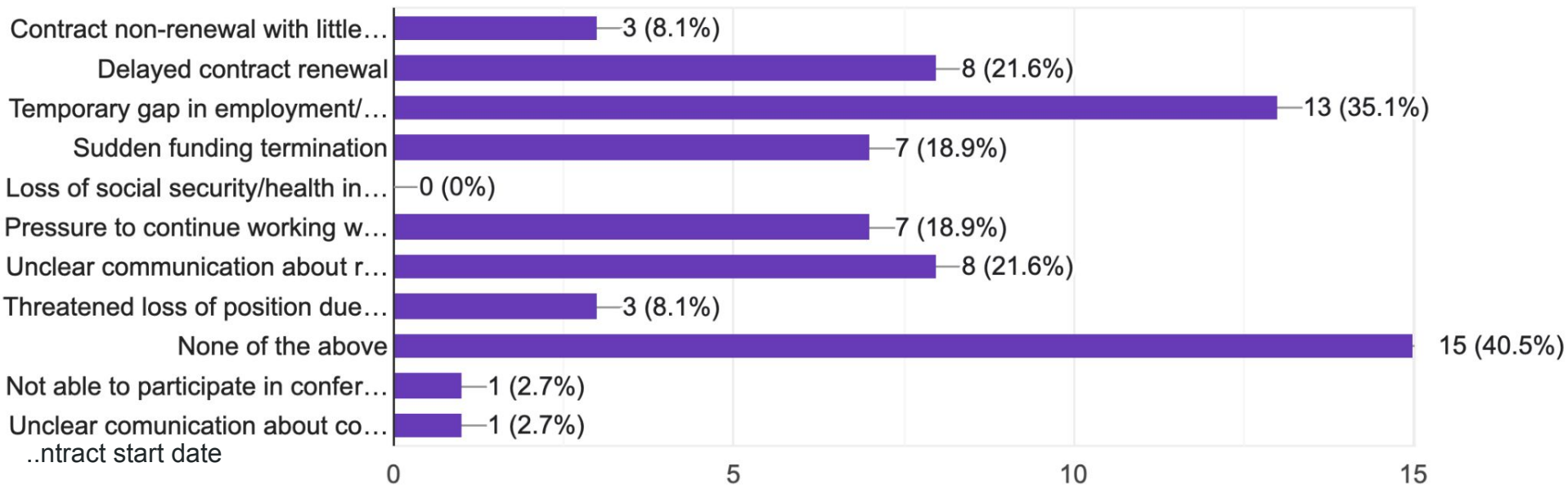
38 responses



- Less than 1 year
- 1-2 years
- 3-5 years
- More than 5 years

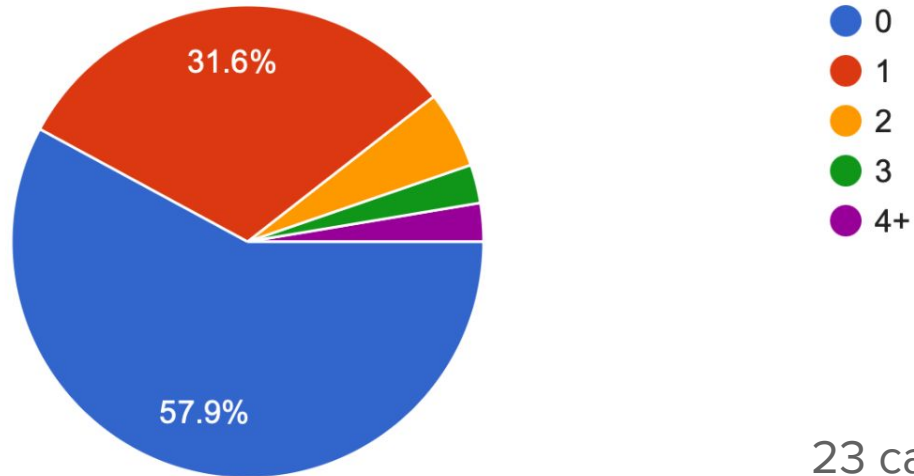
## Have you experienced any of the following? (check all that apply)

37 responses



## How many times have you experienced delayed renewal or contract terminations?

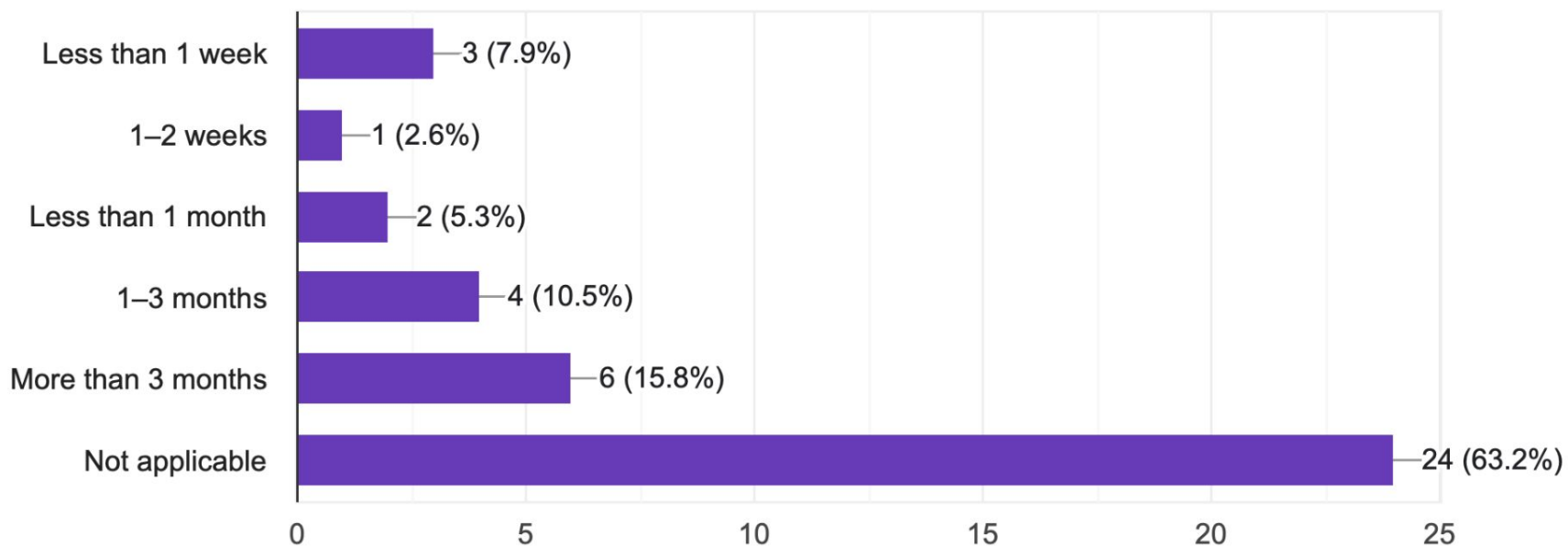
38 responses



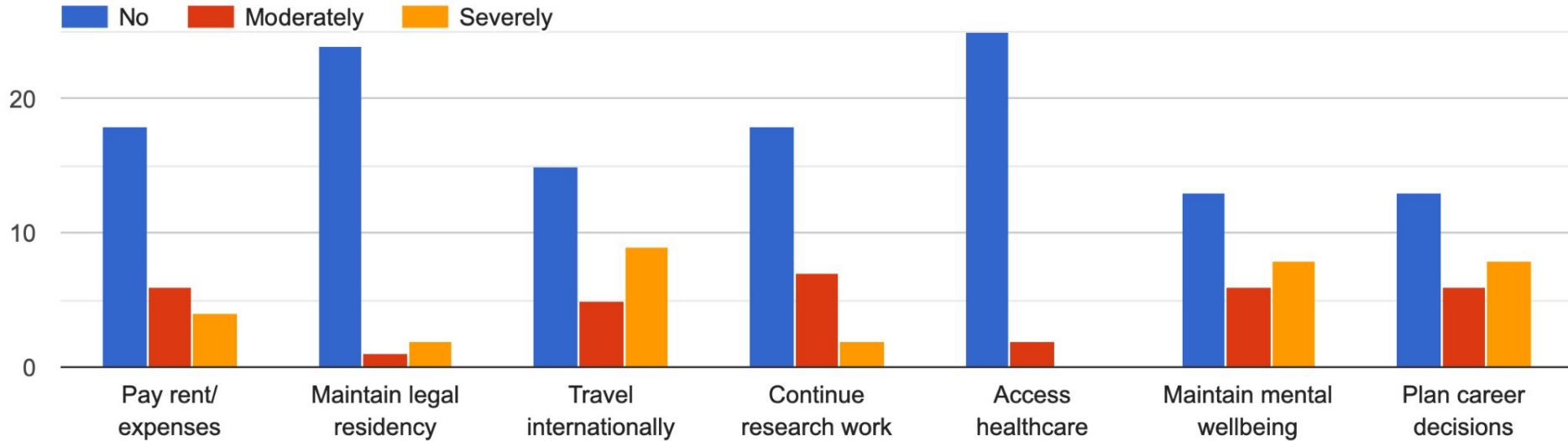
23 cases, 4 individuals  
affected/yr, 6 cases/yr

## How much notice were you given before contract termination or non-renewal?

38 responses

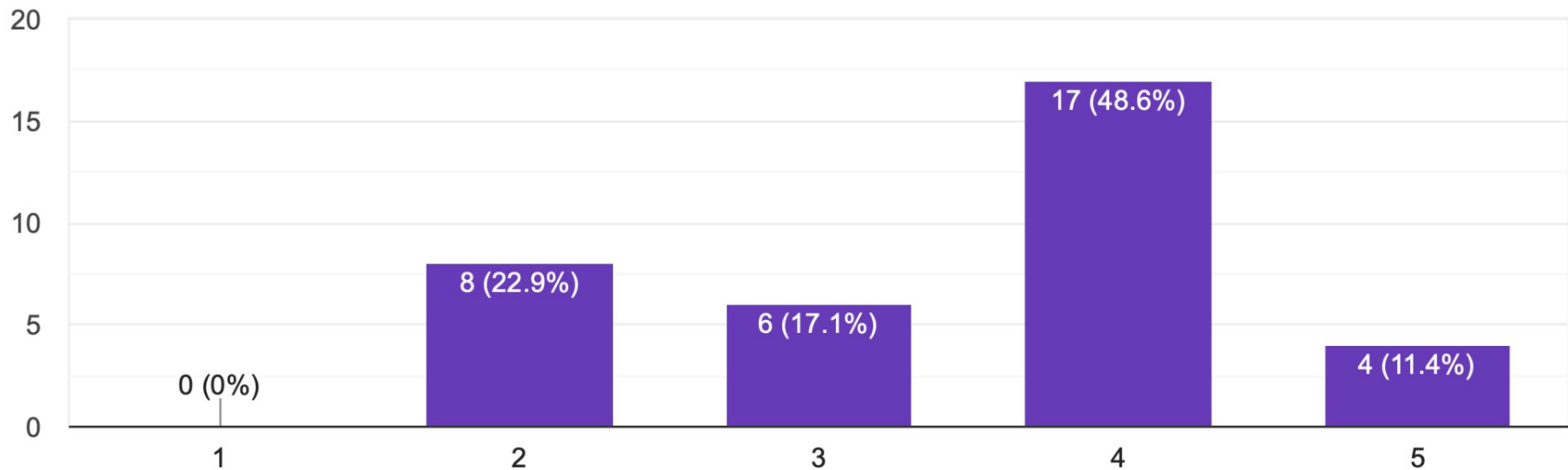


Did these issues affect your ability to:



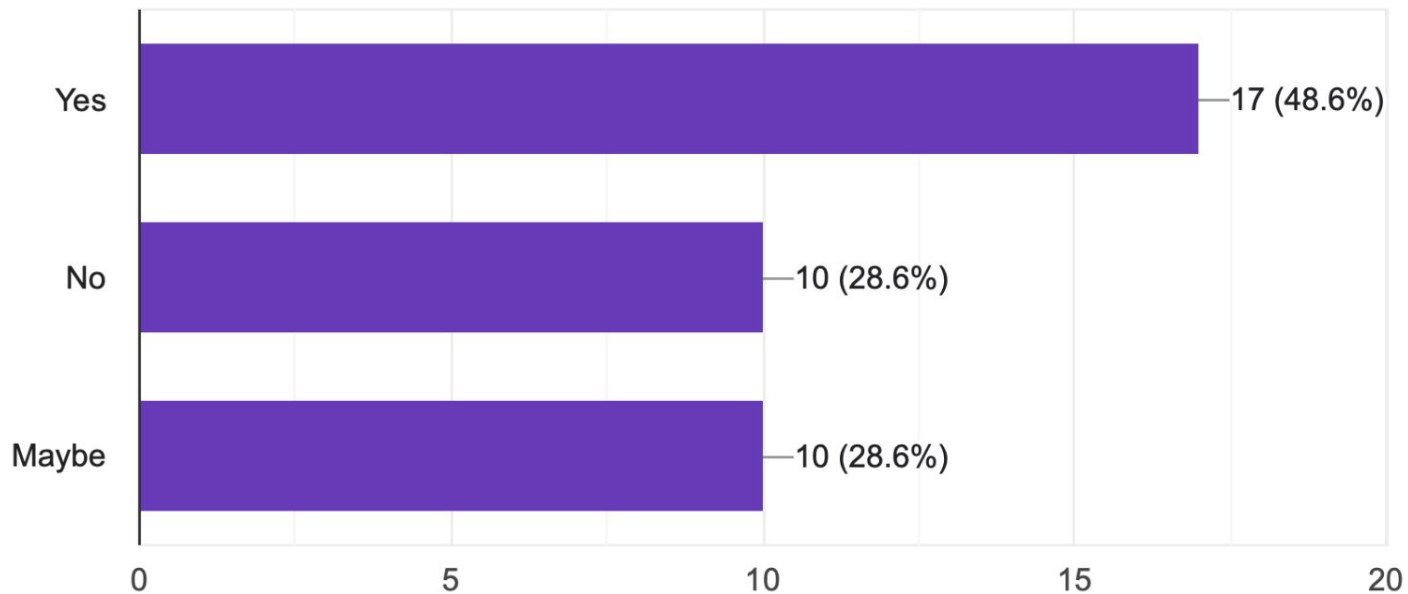
## Did you feel adequately informed about your employment status?

35 responses



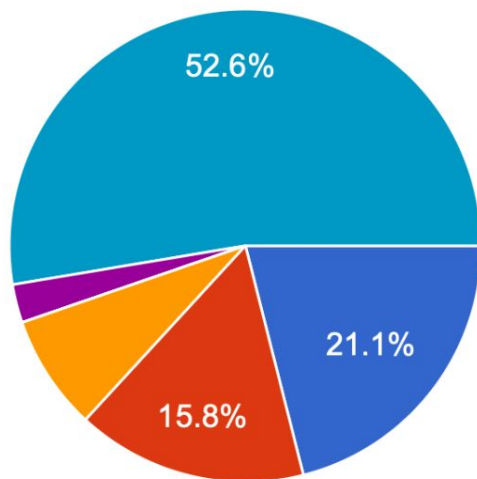
## Did the uncertainty around your employment make you consider leaving Spain and/or academia?

35 responses



## Did your PI/supervisor know about your contract non-renewal/termination?

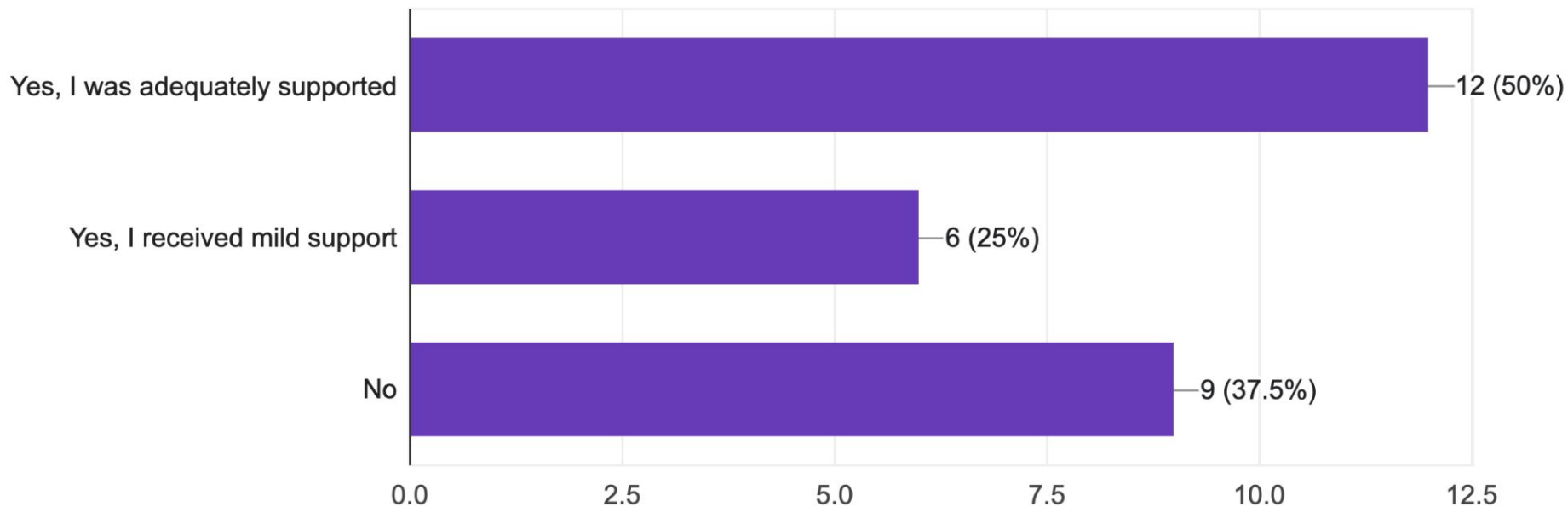
38 responses



- Yes, they were supportive
- Yes, but they were unable to help
- Yes, and they were unsupportive
- No
- Unsure
- Not applicable for me

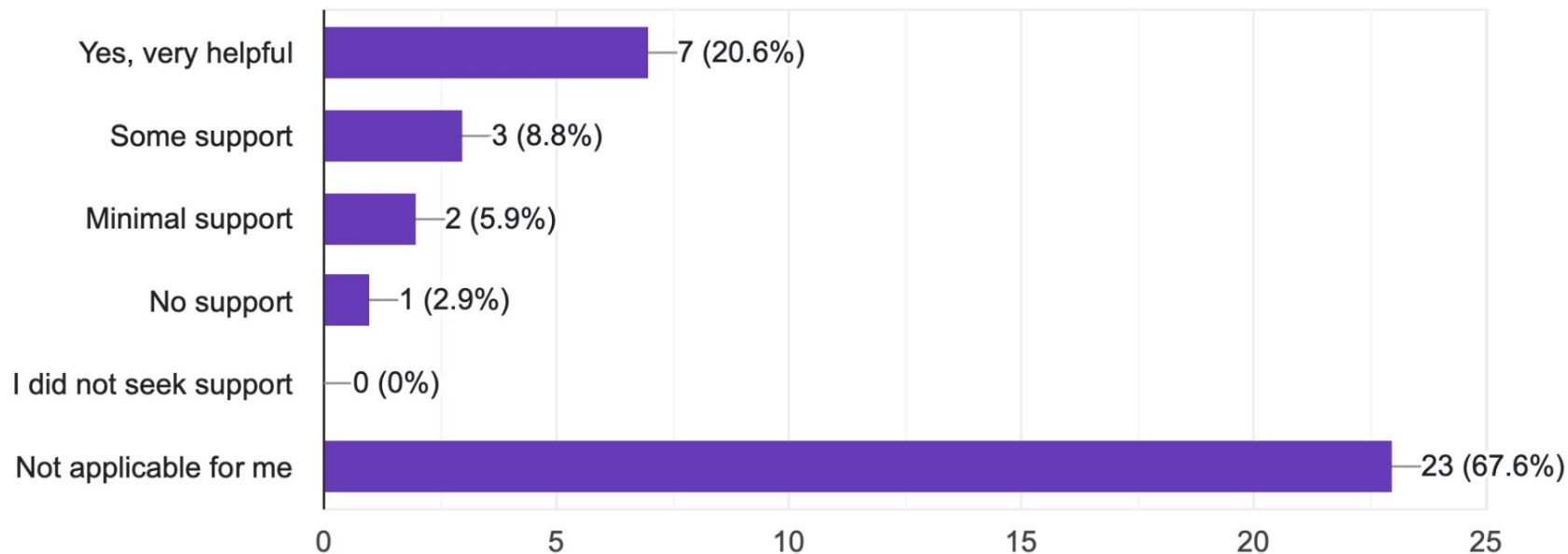
## Were you supported by your research group or IFIC while you were dealing with this situation?

24 responses



## Did you receive institutional support regarding immigration/residency issues?

34 responses



# Feedback

- “IFIC should be careful when dealing with contracts of non-EU workers and should provide alternatives so the residency is not affected by administrative delays”
- Clarity in communication; stability for at least a year; exorbitantly high travel fees adversely impact financial well-being
- Supervisors need to be more aware; more than one funding avenue as a fall-back
- “Funding should cover entire duration of PhD...”
- Clarity on bureaucratic timelines involved, detailed information on preparing for contract renewals ahead of time, cross-checking applications for correctness, faster administrative processing, better communication on renewal status
- Housing and financial office
- E-mails in English

# Takeaways

- Employment instability adversely affects young researchers
- 23 cases out of 38 respondents, close to 6 cases/yr on average
- More awareness required in general and at a bureaucratic level, clarity on contract statuses would greatly help

Thanks!

Feel free to write to us : **[oji@ific.uv.es](mailto:oji@ific.uv.es)**