

Bizkaia Talent

Financial Aid Programme 2017

**Guide for applicants
11-12-2017**

FINANCIAL AID PROGRAMME 2017

Bizkaia Talent is a non-profit organization promoted by the Department of Economic and Territorial Development of the Provincial Council of Bizkaia together with other Basque organizations which has the mission of encouraging and fostering the conditions and processes for the retention, attraction and engagement of highly-qualified people, promoting the areas of innovation and advanced knowledge of the organizations of Bizkaia/Basque Country.

Bizkaia Talent is made up of the following members: BEAZ, CIC bioGUNE, Iberdrola, Idom, Industria de Turbo Propulsores (ITP Group), Kutxabank, Mondragon Corporation, Sener, University of Deusto, University of the Basque Country, Tecnalia Research & Innovation, IK4 Research Alliance and the Provincial Council of Bizkaia, the Association being chaired by the Department of Economic and Territorial Development.

In this context, Bizkaia Talent presents the **Financial Aid Programme 2017**, aimed at encouraging and promoting the recruitment of highly-qualified people by SMEs which carry out their activity in the Historical Territory of Bizkaia. The Aid Programme intends to promote the knowledge and the innovating capacity of professionals and researchers from Bizkaia, as well as increase their critical mass.

FINANCIAL AID PROGRAMME FOR TALENT RECRUITMENT 2017

1. GENERAL INFORMATION ABOUT THE PROGRAMME

1.1. Object

The purpose of the financial aid programme for talent recruitment is to award aids for:

- Recruitment of highly-qualified people in Bizkaia: support to the recruitment of professionals and research staff who enhance the innovative capacity of Bizkaia.
- Recruitment of qualified young emigrated staff with limited work experience who wish to develop their activity in Bizkaia.

1.2. Structure of the programme

The recruitment of highly-qualified human capital represents an investment in our Territory, from both the economic as well as the social point of view. In this regard, promoting the recruitment of the best professionals and researchers for their incorporation in Bizkaia is a priority objective of this Financial Aid Programme 2017.

Bizkaia Talent considers it a priority to establish solid long-term links between the highly-qualified staff and Bizkaia, promoting the development of the processes of incorporation into organizations of Bizkaia through direct aids to the highly-qualified human capital so as to increase the opportunities to execute and maintain professional relationships with high added value based in Bizkaia.

The financial aid programme 2017 involves a financial aid for those professionals and researchers who have an employment offer at a work centre based in Bizkaia. They must prove their worth and contribution to the Territory and, should they become beneficiaries, they will obtain the aid during the fourth and fifth year of residence and work in Bizkaia. This aid will be apart from the salary agreed on by the organization and the highly-qualified person. The financial aid which the beneficiaries will receive will be considered a supplement to the salary which said beneficiary will obtain from the organization where the professional or researcher will carry out his/her work in Bizkaia.

1.3. BENEFICIARIES

The aid this document deals with is aimed at highly-qualified people¹ (recruited professional or researcher who fulfils the requirements indicated in this document) who, while this call is in effect:

- Within their professional/research career project decide to work in Bizkaia for at least more than 3 years.

The applications must be jointly submitted by:

1. Highly-qualified staff or researchers with experience outside the Basque Country.

¹For the professional sphere, highly-qualified staff will be understood as those with a university degree and for the research sphere it will be necessary to be a Doctor.

2. SMEs with a work centre in Bizkaia where the highly-qualified worker the aid deals with may carry out his/her professional/research activity, even if the organization does not have its tax domicile in Bizkaia.

- In no event may the employer (either a company or an individual) be the beneficiary of this Financial Aid Programme 2017.

1.4. Economic Endowment: EUR 235,000

The Financial Aid Programme 2017 has a budget on the date it is launched amounting to **235,000 Euros**. This amount may be increased or decreased according to the applications submitted and Bizkaia Talent's availability of resources.

1.5. AID MODES:

MODE A: Recruitment of highly-qualified people with extensive professional experience.

MODE B: Recruitment of qualified young emigrated Basques with limited work experience.

1.6. Term: Launch of the Call and reception of applications

The Financial Aid 2017 call will be published on 11 December 2017.

Applications must be submitted from 11 December 2017 to 15 February 2018 (both inclusive).

1.7. Indicative Schedule of the programme

Below is the indicative schedule of the Financial Aid Programme 2017:

Dec-17	Jan-18	1-15 Feb 2018	16 Feb-30 Mar-18	Abr-18	May-18	Jun-18

	Call launch (11/12/17) and application reception period		Application eligibility and evaluation. Aid award		Period to execute the contracts
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2. ELIGIBILITY CRITERIA TO BE A BENEFICIARY

To be beneficiaries of the Financial Aid Programme 2017 candidates must comply with the following eligibility criteria:

MODE A: RECRUITMENT OF HIGHLY-QUALIFIED PEOPLE WITH EXTENSIVE PROFESSIONAL EXPERIENCE

Requirements of the recruited staff:

- The professional or researcher the aid deals with will have to work and live in Bizkaia for at least 5 years from the date on which he/she is recruited.
- A minimum work experience of 10 years will be required. As an exception, applications with fewer years will be considered if they have to do with emerging innovative sectors.
- Suitability (Curriculum Vitae) for the position.
- Have, at least, one university degree.

- Applicants must have lived and carried out their professional and/or research activity outside the Basque Country for at least the 5 years prior to the publication date (11 December 2017) or the call closing date (15 February 2018).
- Show a high interest in developing their professional or research career in Bizkaia.
- The qualified beneficiary will have to submit to Bizkaia Talent six-monthly follow-up reports where they will explain their work, the activities carried out and the results obtained.
- The qualified beneficiary will have to submit to Bizkaia Talent, at the end of the aid period, a final report containing the description of the work carried out, its assessment, benefits for the organization and the person the aid deals with as well as the prospects for the future relationship of both parties.
- Bizkaia Talent reserves the right to suspend and/or cancel the aid awarded when the qualified beneficiary is not up to date with the obligations undertaken with Bizkaia Talent through the agreement which governs the awarding of the aid (Agreement regulating the awarding of aid by the "association in support of the mobility of people qualified in innovation and knowledge, Bizkaia Talent" under the financial aid programme).

There will be a maximum of 4 beneficiaries for this mode.

MODE B: RECRUITMENT OF QUALIFIED YOUNG EMIGRATED STAFF WITH LIMITED WORK EXPERIENCE

Requirements of the recruited staff:

- The professional or researcher the aid deals with will have to work and live in Bizkaia for at least 5 years from the date on which he/she is recruited.
- He/she must have been born in the Basque Autonomous Community or have been registered as resident for at least 10 years.
- Minimum work experience of 5 years will be required. Maximum work experience of 10 years. (Between 5 and 10 years of experience).
- Have, at least, one university degree.
- Suitability for the position.
- Applicants must have carried out their professional and/or research activity outside the Basque Country for at least the 2 years prior to the publication date (11 December 2017) or the call closing date (15 February 2018).
- Show a high interest in developing their professional or research career in Bizkaia.
- The qualified beneficiary will have to submit to Bizkaia Talent six-monthly follow-up reports where they will explain their work, the activities carried out and the results obtained.
- The qualified beneficiary will have to submit to Bizkaia Talent, at the end of the aid period, a final report containing the description of the work carried out, its assessment, benefits for the

organization and the person the aid deals with as well as the prospects for the future relationship of both parties.

- Bizkaia Talent reserves the right to suspend and/or cancel the aid awarded when the qualified beneficiary is not up to date with the obligations undertaken with Bizkaia Talent through the agreement which governs the awarding of the aid (Agreement regulating the awarding of aid by the “association in support of the mobility of people qualified in innovation and knowledge, Bizkaia Talent” under the aid programme).

There will be a maximum of 2 beneficiaries for this mode.

REQUIREMENTS/OBLIGATIONS OF THE BENEFICIARY ORGANIZATION TO BE ELIGIBLE FOR THE AID TO RECRUIT QUALIFIED STAFF WITH EXPERIENCE:

- Guarantees for the effective work and functional integration of the highly-qualified persons or researchers recruited by the organization. Bizkaia Talent reserves the right to request any supporting documents which may be necessary to guarantee said integration.
- Indefinite or long-term employment contract (minimum 5 years).
- Minimum annual gross remuneration of 48,000 Euros for those who apply for the aid in the mode of recruitment of highly-qualified people with extensive professional experience (MODE A). Lower remunerations may be considered provided they are duly justified by the characteristics of the sector or the characteristics of the recruiting organization.
- Minimum annual gross remuneration of 35,000 Euros for those who apply for the aid in the mode of recruitment of qualified young emigrated staff with limited work experience (MODE B). Lower remunerations may be considered provided they are duly justified by the characteristics of the sector or the characteristics of the recruiting organization.
- In the event that the employment relationship between the beneficiary organization and the person who receives the aid is interrupted in less than two years, Bizkaia Talent will not make any payment and will cancel the aid awarded.
- In the event that the employment relationship between the beneficiary organization and the person who receives the aid is interrupted in less than five years, Bizkaia Talent may request the return of the aid awarded and may partially or totally cancel the aid awarded.
- Clear definition of the characteristics and functions of the job, in line with the activity and strategic prospects of the recruiting organization.
- Proven solvency of the recruiting organization.
- Being up to date in their compliance with tax, social, labour, mercantile and administrative obligations imposed by the legislation in force.

- Inform Bizkaia Talent if they obtain any subsidies or aids from any Administration or Public or Private Corporation, either national or international, for the same purpose as that of the aid described herein.
- Keep any documents in support of the application of the aid received, as they may be subjected to verification and control actions.
- The beneficiary organization has to inform Bizkaia Talent of any eventuality which may alter or hinder the development of the employment or the activity for which the aid is granted.

3. Innovation AREAS being aided:

- a. SOCIAL INNOVATION AND BUSINESS TRANSFORMATION
- b. SCIENTIFIC - TECHNOLOGICAL – INDUSTRIAL STRATEGY
- c. INFORMATION SOCIETY

The objective is to enable the participation of all SMEs, under any of the innovation needs (technological, industrial, scientific, managerial, cultural, etc.) which currently exist in organizations and for which there is a real demand for the incorporation and retention of highly-qualified people or researchers.

The highly-qualified people or researchers the aid deals with must carry out their activity preferably in any one of the following strategic areas:

- Aeronautics.
- Automotive.
- Aerospace engineering.
- Biomedicine.
- Biotechnology.
- Ecological innovation (environmentally friendly): Especially environmental sciences and technologies. Meteorology and climatology
- Energy: Especially the areas of energy distribution, quality, efficiency and saving. Integration of renewable energies. Wind, sun and wave energy. Biofuel production, fuel cells and hydrogens.
- Electricity – Electronics.
- New materials: Especially the areas of steel, metal industry, electronic material and biomaterials.
- Agrifood and agrifish resources and technologies.
- Telecommunications.
- Virtual Reality areas.
- Network evolution and generation.
- Linguistic infoengineering.
- Environmental intelligence: Especially the areas of information sensor networks; augmented and mixed virtual reality; content processing technologies; biometric technologies; person-device interfaces; semantic technologies and assistive technologies.

- Extended Digital Business.
- New Technologies.

Applications from candidates who carry out their activity in areas other than those which are specified in this document will also be considered, provided the project and/or the person make it justifiable.

4. PROGRAMME MODES: requirements, cost eligibility and documents to be submitted with the application

This Financial Aid Programme is structured in two modes. Professionals and researchers may only submit one application to the Financial Aid Programme 2017. Nevertheless, organizations may apply together with one or more candidates.

Bizkaia Talent, may award one or more aids to the same organization for different candidates if they fulfil the requirements and it is deemed appropriate. Each application must be completed and supported by both parties, i.e. the organization and the qualified person the aid deals with.

The Financial Aid Programme 2017 does not consider in any case the possibility of funding the employer, regardless of whether it be an organization or an individual.

For applications to be taken into account, it will be necessary to submit the documents listed below before the deadline (15 February 2018) and in the manner described in this section.

Unless it is deemed appropriate, Bizkaia Talent will not consider any application with documents which are submitted in a manner other than that which is described here or any document other than those which are requested here.

Contracts must be executed before 30 June 2018. Contracts executed from 11 December 2017 to 15 February 2018 will also be admitted.

4.1. **MODE 1: Recruitment of highly-qualified people with extensive professional experience.**

The aim of Mode 1 is to promote the recruitment of professionals and researchers with experience and high career development potential, thus promoting the development of their talent and their collaboration with organizations in Bizkaia for at least five years.

Bizkaia Talent promotes the improvement of the highly-qualified staff's salary. The aim of this Financial Aid Programme is to contribute to establishing the conditions which are necessary to attract, engage and retain highly-qualified people in the innovation and knowledge process in Bizkaia.

These aids are aimed at supporting the integration of experienced professionals and researchers, thus allowing them to develop a professional or research project in Bizkaia.

The idea behind Mode 1 is to establish a long-term collaboration between the host institution and the professional or researcher, with professionals and researchers being the main focus for Bizkaia Talent. The aid will involve a supplementary contribution to the normal salary of the professional or

researcher. The organization which recruits the professional or researcher will have to maintain the salary previously agreed on with the highly-qualified staff. The granting of the aid described in this document shall not affect in any case the conditions established between the beneficiaries and in no event may they be modified by the highly-qualified staff or by the organization (unless the modifications bring about an improvement for the highly-qualified staff).

Bizkaia Talent will make a supplementary contribution to the amount established in the contract entered into by the organization and the professional or researcher, subject to any salary increases or improvements in the working conditions that the organization and the highly-qualified person may jointly agree on, provided the highly-qualified person stays in the organization based in Bizkaia (the organization together with which he/she has applied for the Financial Aid Programme 2017) for 2 years and lives and works in Bizkaia for at least 5 years altogether. The awarded amount will be paid in the 4th and 5th year of the employment relationship. The beneficiaries of the aids must comply with their tax and legal obligations in the assumption that during the period in which the aid is received, their remuneration will be at least the addition of their normal remuneration from the organization and Bizkaia Talent's contribution.

The aid granted by Bizkaia Talent will be a gross financial contribution. Beneficiaries must comply at all times with their tax obligations. If they fail to comply with their legal obligations, the aid will be suspended and/or cancelled. In no event will the condition of beneficiary involve an employment relationship with Bizkaia Talent.

4.2. MODE 2: Recruitment of qualified young emigrated Basques with limited work experience.

The aim of Mode 2 is to promote the recruitment of professionals and researchers from Bizkaia with little experience and high career development potential, thus promoting the development of their talent and their collaboration with organizations in Bizkaia for at least five years.

Bizkaia Talent promotes the improvement of the highly-qualified young emigrated staff's salary. The aim of this Financial Aid Programme is to contribute to establishing the conditions which are necessary to attract, engage and retain young Basques who have limited professional experience or have participated in research projects outside the Basque Country in the innovation and knowledge process in Bizkaia.

These aids are aimed at supporting the integration of young professionals and researchers from Bizkaia with limited work experience, thus allowing them to develop a professional or research project in Bizkaia.

The idea behind Mode 2 is to establish a long-term collaboration between the host institution and the young Basque professional or researcher, with these professionals or researchers being the main focus for Bizkaia Talent. The aid will involve a supplementary contribution to the normal salary of the young professional or researcher. The organization which recruits the young professional or researcher will have to maintain the salary previously agreed on with the highly-qualified staff. The

granting of the aid described in this document shall not affect in any case the conditions established by the beneficiaries and in no event may they be modified by the highly-qualified staff or by the organization (unless the modifications bring about an improvement for the highly-qualified staff).

Bizkaia Talent will provide a supplementary contribution to the amount established in the contract entered into by the organization and the professional or researcher, subject to any salary increases or improvements in the working conditions that the organization and the highly-qualified person may jointly agree on, provided the highly-qualified person stays in the work centre (in Bizkaia) of the beneficiary organization for at least 2 years and in any other SME in Bizkaia for at least 5 years after the start of the employment relationship this programme deals with. The awarded amount will be paid in the 4th and 5th year of the employment relationship. The beneficiaries of the aids must comply with their tax and legal obligations in the assumption that during the period in which the aid is received, their remuneration will be at least the addition of their normal remuneration from the organization and Bizkaia Talent's contribution.

The aid granted by Bizkaia Talent will be a gross financial contribution. Beneficiaries must comply at all times with their tax obligations. In no event will the condition of beneficiary involve an employment relationship with Bizkaia Talent.

4.3. Documents to be submitted

For applications to be considered in this Financial Aid Programme 2017, applicants must submit the following documents before the deadline (15 February 2018) in the manner described in this section.

The required documents must be submitted exclusively through the website www.bizkaiatalent.eus.

Unless it is deemed appropriate, Bizkaia Talent will not take into account any application with documents which are submitted in a manner other than that which is described here. Bizkaia Talent will not take into account any document other than those which are requested here.

- Curriculum Vitae. The CV will include all the relevant information about training, as well as evidence of professional experience, competence and skills. Candidates must register, fill in all the information required regarding their profile and upload their CV through Bizkaia Talent's website:

<https://extranet.bizkaiatalent.org/profesionals/register.php>

Then, the organizations will have to submit their applications through the section in the Financial Aid Programme 2017 provided to that end. The system will then give the candidate a personal application code.

After that, candidates will select the chosen mode and will upload the following documents in the appropriate sections:

- Research plan or a document (maximum 5 pages) describing:

- I. The interest of the project for the organization and/or the contribution they intend to obtain from the recruited professional or researcher.
 - II. Description of research activities, which may include various projects and other research activities. In the case of professionals, their position and main tasks must be specified.
 - III. Description of the complementarities between the researcher's or professional's project(s) and the organization.
 - IV. Include any university degree(s) which are deemed appropriate as an attachment.
- Professional development plan. (maximum 2 pages)
 - Copy of Foreigner's ID card or Passport.
 - Copy of the contract entered into and copy of the Resolution on Registration from the General Treasury of the Social Security.
 - **Appendix to the employment contract.** A document which includes the working conditions which may have been arranged (annual remuneration and, if appropriate, allowances, incentives or rises previously agreed on for goal achievement or any other information of interest which may be deemed appropriate). This document must have been signed by the Human Resources Manager, Department Manager or General Manager of the organization. It must bear the stamp of the organization. If the contract has not been executed on the date the application is submitted, a **Declaration of Commitment** will be included (instead of the appendix to the contract). If the contract has not been executed on the date this call is closed (15 February 2018), a document will be attached describing the working conditions agreed on. It must include the expected date of execution, annual remuneration and, where appropriate, allowances, incentives or rises previously agreed on for target achievement or any other information of interest which may be deemed appropriate. This document must have been signed by the Human Resources Manager, Department Manager or General Manager of the organization. It must bear the stamp of the organization. This document will be taken into account for the evaluation and award of the aid but, should the aid be awarded, the contract and the Resolution on Registration from the General Treasury of the Social Security will have to be submitted before the aid is executed.

- Municipal registration certificate or any other similar document issued by the authorities of the place of work and residence prior to their being recruited in Bizkaia or any document which proves that the candidates have carried out their professional and/or research activity outside the Basque Country at least the 2 or 5 years (depending on the chosen mode) prior to the application reception period of this call (11 December 2017-15 February 2018).
- De Minimis
- Likewise, applicants must complete the form included in the application for the aid (available in the section dealing with this programme in the website www.bizkaialalent.eus).

For the application to be assessed, once all the required documents have been uploaded, applicants must send the application by clicking on the "Submit" button provided to that end.

5. PHASES OF THE APPLICATION PROCESS

5.1. Application phase

5.1.1. General information

The information regarding this call is available at www.bizkaialalent.eus.

The eligible candidates who wish to participate in the Financial Aid Programme 2017 may ask for help to complete the forms correctly by email (aidcall@bizkaialalent.eus) or by phone (+34 94 479 54 28) or in person at Bizkaia Talent's premises.

15 February 2018 is established as the deadline to submit the duly completed application form as well as the documents required to apply for the Programme 2017.

Bizkaia Talent may request any documents and/or supplementary information which they deem necessary in order to appropriately understand and assess the application at any time during the evaluation process. Applicants will be responsible for the accuracy and authenticity of the information and/or documents submitted throughout the entire process.

5.1.2. Assistance to candidates

Bizkaia Talent's administrative team will check the application forms.

Should any document be missing, the candidate may be contacted if the term of the call allows it and subject to the availability of Bizkaia Talent's staff.

Should applicants observe any error, they may send the appropriate notice to aidcall@bizkaialalent.eus.

5.1.3. Online registration

The requested documents may only be submitted online through www.bizkaialalent.eus. It will be necessary to have an account with a username and password. The first step of the submission

process is to complete the required form including the applicant's personal, academic and employment details, amongst others. Then, the applicant's CV must be uploaded. This information must be completed by the professional/researcher in the "my profile" section on the extranet (<https://extranet.bizkaialalent.eus/professionals/extranet>).

Then the organization must access the section on the extranet which deals with the Programme and submit their application through the button "Create New Request". After that, the organization must select the mode they wish to apply for and complete the form and upload the documents required to that end. Finally, the application must be checked to make sure it has been completed correctly and sent using the "Submit" button. The computer system will only allow the applicant to enter the information which is considered to be necessary. Bizkaia Talent will not consider any additional information.

Applicants may register and upload documents at different times before the deadline to submit the application. In order not to lose any documents loaded at a given time, they must always press the "Save" button.

The list of candidates for each mode will be published on the website: www.bizkaialalent.eus. The candidates who have been awarded the aid may have their names and surnames disclosed, whereas those who have not been awarded the aid will only have their application code published. Moreover, the names of the beneficiary organizations may also be published.

5.2. Selection process

The phases of the selection process are the following:

5.2.1. Eligibility criteria verification phase

In the first phase, Bizkaia Talent will select the applications which fulfil the eligibility requirements. Bizkaia Talent's technical staff will select the applications which fulfil the formal requirements of the call and may be eligible for the aid.

5.2.2. Evaluation phase

The first phase involves a remote evaluation of the candidate's application (and documents) against transparent selection/evaluation criteria by the assessors.

The applications are revised by an Evaluating Committee made up of experts from various sectors (private and public) and disciplines, with relevant experience to assess the candidates.

The evaluation panel will assess and verify the global potential of the candidates and that their professional career is solid and coherent. Each member will analyze the candidates' professional record, including the experience gained in previous years, the results presented, the project to be developed in Bizkaia, etc. A shortlist of candidates will be produced according to the score obtained.

Should it be necessary, the applications which reach a minimum level will go on to the following phase of the evaluation process.

In this second phase, according to the volume of shortlisted applications and the competition between them after the score obtained in the remote evaluation phase, those eligible applicants which obtain a

score of 70 points or more in the remote evaluation may be interviewed by the Evaluation Committee. Should it be deemed appropriate, they will be invited to attend a virtual teleconference interview carried out by the assessors. This interview will give the assessors the opportunity to verify the information provided in the written application and assess the candidates' motivation.

The evaluation panel will give a general score regarding the entire application, for which they will have to reach consensus. A shortlist of applications will be produced according to the score obtained.

If, for some reason, the interview cannot take place, the application will be automatically withdrawn from the evaluation process, with no possibility to claim. If the interview cannot be carried out for reasons which are strictly attributable to technical problems, an attempt will be made to establish a new alternative date, provided this does not affect the award deadlines provided for in this Programme.

Finally, Bizkaia Talent's Board will award the aids among the shortlisted applications.

5.3. Application assessment

The applications will be assessed during the evaluation process on the basis of the following criteria:

- Academic training: evaluation of academic training, including the type of degree, awards and distinctions and, if appropriate, the academic transcript.
- Experience and professional competence and skills: evaluation of professional experience, outstanding results (e.g. patent development, publications, participation in conferences, managerial positions, leadership, citizen awareness activities, teaching, transfer of knowledge, etc.), languages and transversal skills, as well as a diversified professional career and, if appropriate, recommendations and references provided by the candidate.
- Coherence and strength of the project and motivation of the candidate, including professional development prospects. Merits and differential contribution of the qualified persons to the organization they join and to the productive network of Bizkaia. Strategic approach of the organization and suitability of the person selected, etc.

Evaluation of applications

The evaluation of applications will be carried out according to the following:

Aid Modes	Training	Experience ²	Project	Origin ³	Talentia ⁴	Registered office ⁵
Recruitment of highly-qualified professionals with extensive professional experience (TYPE A)	5 points	45 points	40 points	5 points		5 points
Recruitment of qualified young emigrated Basque staff with limited work experience (TYPE B)	25 points	25 points	40 points	-	5 points	5 points

Table 1: Maximum scores of the evaluation process

² The evaluation of the experience will be based on the data provided by the applicants in the application form and, should they take place, on the conclusions reached by the panel from the interviews of the highly-qualified person and, where appropriate, the head/director/manager of the organization or project with regard to the qualities or contribution of their candidate.

³ In the event of equality in the evaluation of the candidates, the attraction/return of Basque people will be an asset. 5 points will be given to those applications by highly-qualified people with extensive professional experience of Basque origin (mode A).

⁴ In mode B, special consideration will be given to the highly-qualified people who have successfully participated in any of the programmes of Bizkaia Talent's Talentia Service (from any of the Basque universities). 5 points will be given to those applications which deal with a candidate from said programme.

⁵ In the event of equality in the evaluation of the candidates, the attraction/return of highly-qualified staff by organizations with their registered office in Bizkaia will be an asset. 5 points will be given to those applications which have the support of an organization with their registered office in Bizkaia.

In the event of a draw between two or more candidates, the award will be based on:

- Result of the potential interview/s carried out by the panel established for this call.
- The recruitment of highly-qualified women will be viewed positively.

Bizkaia Talent may leave this call unawarded in the event of:

- Lack of applicants; and/or
- The applications submitted do not fulfil the expectations and objectives of the Association.

Bizkaia Talent may leave the call unawarded or may change the percentages allocated to each mode and distribute said percentages among the rest of the modes.

5.4. Award procedure

The aid will be awarded:

- Through a merit-based selection of the applications submitted within the established period.
- To those applications which have obtained a higher score according to the criteria established in this document, the limit of the total aid to be granted being the amount established in the appropriate section of EUR 235,000.

The amounts of the economic contribution made by Bizkaia Talent to the beneficiary applications may be different according to the score obtained in the application assessment process.

The award of the aid will always be carried out once a Collaboration Agreement between the beneficiary and Bizkaia Talent and, if appropriate, the host organization, has been signed.

5.4.1. Form of payment of the aid awarded

The amounts of the economic contributions made by Bizkaia Talent to the beneficiary applications may be different according to the score obtained in the application assessment process.

The award of the aid will always take place once the 3 years of practice in Bizkaia have finished. The beneficiary may change organizations after the first 24 months of employment relationship, provided the new work centre is also situated in Bizkaia.

MODE A: RECRUITMENT OF HIGHLY QUALIFIED PEOPLE WITH EXTENSIVE PROFESSIONAL EXPERIENCE

Those candidates selected by Bizkaia Talent, once all the obligations by the highly-qualified person and the host organization have been fulfilled, will receive aid for an amount based on the score obtained in the evaluation process.

The aid granted by Bizkaia Talent will be divided and executed during the fourth and fifth year of professional practice or research activity in Bizkaia. The total sum amounts to a maximum of 160,000 Euros, which will be distributed in 2 or 3 aids. The aid will be delivered to the beneficiaries in two years: the total aid will be divided into 4 amounts which will be delivered at the end of each semester. Form of payment of the aid granted: It will be prorated on a six month basis, the first payment being made, once the continuity in Bizkaia of the qualified person or researcher has been confirmed, throughout the first semester of the 4th year of practice in Bizkaia.

MODE B: RECRUITMENT OF QUALIFIED YOUNG EMIGRATED STAFF WITH LIMITED WORK EXPERIENCE

Those candidates selected by Bizkaia Talent, once all the obligations by the highly-qualified person and the host organization have been fulfilled, will receive aid for an amount based on the score obtained in the evaluation process.

The aid granted by Bizkaia Talent will be divided and executed during the fourth and fifth year of professional practice or research activity in Bizkaia. The total sum amounts to 75,000 Euros, which will be distributed in 2 aids. The aid will be delivered to the beneficiaries in two years: the total aid per beneficiary (which will amount to 37,500 Euros should both beneficiaries receive the same sum) will be divided into 4 amounts which will be delivered at the end of each semester.

Form of payment of the aid granted: It will be prorated on a six month basis, the first payment being made, once the continuity in Bizkaia of the qualified person or researcher has been confirmed, throughout the first semester of the 4th year of practice in Bizkaia.

Bizkaia Talent or the host organization will have to carry out the withholdings required by law and will comply with the applicable tax regulations at all times. The tax laws in force at the time the aid is collected will be applicable to the candidates.

5.5. Decision-making process

The final acceptance or refusal of the candidate and, if appropriate, the amount of the aid, will be determined by means of the score obtained by each application and its position in the global ranking. Bizkaia Talent will notify the acceptance or refusal of their application to the candidates. The final list of beneficiaries and non-beneficiaries will be posted on www.bizkaialtalent.eus as described above in this document.

The application for aid, in any of its modes, will automatically imply the full acceptance by the applicant of everything which is stated in this regulatory document of the Financial Aid Programme 2017.

Bizkaia Talent will have exclusive competence to solve any issues which may arise when constructing and applying the terms included in this document and reserves the right to make any decisions which may freely be deemed appropriate in keeping with the spirit of this call.

5.6. Indicative schedule

The following indicative schedule will be applied to the call for the Financial Aid Programme 2017:

- Call opening date: 11 December 2017
- Application submission closing date: 15 February 2018
- Evaluation process: March 2018
- Results and aid award: March 2018
- Execution of contracts: until 30 June 2018

5.7. Feedback for candidates

Candidates will receive feedback at the end of each phase of the selection process.

Candidates will be contacted directly by email and/or regular mail to inform them of their application having been accepted and the result of their evaluation after each selection phase.

5.8. Validity of this aid programme

The call will remain open until 15 February 2018 (inclusive). The resolution will be notified directly to the selected candidates and will be posted on the website, www.bizkaiatalent.eus.

Should Bizkaia Talent carry out new calls, they may maintain the criteria established in this document or modify its content in whole or in part.

Bizkaia Talent will establish a new application admission deadline and, should they deem it appropriate, will reopen this call if:

- a) The applications received by 15 February 2018 do not fulfil the expectations and/or the spirit of this call.
- b) The applications which Bizkaia Talent considers to be eligible to be beneficiaries do not cover the total economic contribution of 235,000 Euros.
- c) Bizkaia Talent will declare the aid unawarded in the event of a lack of candidates.

5.9. Complaints

Should there be any complaints by the candidates, they will have 7 days to file an appeal as from the reception of the result of their application in any of the phases. Thus, after the "eligibility criteria phase", if necessary, Bizkaia Talent will set up a committee made up of two members of the Board, who will assess the work carried out by the Association. If any error is observed at that point, the application will go directly on to the evaluation phase and the normal evaluation process will be carried out.

If a candidate believes that there have been deficiencies during the evaluation process, an appeal committee made up of two members of Bizkaia Talent's Board will be established. If any error is observed, the entire proposal or part of it will be re-evaluated.

5.10. Review process after the status of beneficiary of the Programme has been notified

Once the selected candidates have been informed of their being beneficiaries, they have to sign an agreement with Bizkaia Talent.

At the end of each semester of the 4th and 5th year and at the end of the aid reception period, the candidate must submit the following documents:

- An individual six-monthly report by the beneficiaries with a summary of the activities carried out and the results obtained.
- A final report in which the beneficiaries will set out the major accomplishments made since they arrived in or returned to Bizkaia and the benefits which this Aid Programme has brought to them.

These documents will be merely for information purposes. They will enable Bizkaia Talent to carry out a follow-up and ascertain the effectiveness of the Financial Aid Programme 2017.

5.11. Cancellation of the Aid

- If the beneficiary cancels the aid after his/her formal acceptance but before the end of the programme, or if the aid is cancelled for disciplinary reasons, the payment of the aid to the beneficiary will be stopped. Bizkaia Talent may also ask the beneficiary to return part or all of the aid executed up to then.
- If the applicant did not fulfil the requirements established herein at the time when the aid was granted or a condition or requirement has appeared thereafter which would have made it impossible to access or complete the aid.