

POSTDOCTORAL RESEARCHER for the Agricultural Ecosystems and Game Species Conservation Group

Reference: 26-08-00046

CTFC seeks to recruit a **Postdoctoral Researcher** for the Agricultural Ecosystems and Game Species Conservation Group, within the Biodiversity Management and Conservation Programme.

The selected candidate will play a **central role in preparing a European research and innovation proposal led by CTFC in the field of agricultural biodiversity and the resilience of food production systems**. This position offers the opportunity to contribute to the design of an ambitious European project from its earliest stages, working within an international and interdisciplinary consortium.

The proposal will address challenges related to biodiversity conservation (particularly birds) in agricultural landscapes and its integration into sustainable production systems. The overall objective will be to generate scientific evidence and practical solutions that reconcile the conservation of birds and mammals in agricultural environments with productivity, farm viability, and the provision of ecosystem services. The European call requires a multi-actor approach, involving the active participation of farmers, land managers, conservation organisations, public administrations, researchers, and stakeholders from the agri-food sector.

Should funding be secured, the selected candidate may assume a significant role in the scientific and technical coordination of the project. This represents an excellent opportunity to consolidate experience in international project leadership, expand collaborative networks, and develop a research career with scientific, territorial, and policy impact.

In addition, the researcher will participate in scientific activities related to ongoing group projects, including data analysis, preparation of publications, drafting technical reports, and transferring results to public administrations, conservation organisations, and agricultural stakeholders.

The Agricultural Ecosystems and Game Species Conservation Group focuses on biodiversity research, population ecology, and spatial ecology, with the aim of generating scientific knowledge useful for conservation and the sustainable management of agricultural systems. The group combines research with knowledge transfer and scientific support for decision-making in environmental, agricultural, and land-management policies.

Located in Solsona (Pre-Pyrenees, Catalonia), CTFC employs approximately 200 staff members, produces more than 140 scientific publications annually, and manages an annual budget of around €12 million. Its research and knowledge transfer activities are structured around four programs: Multifunctional Forest Management, Landscape Dynamics and Planning, Biodiversity Management and Conservation, and Bioeconomy, Health and Governance.

More institutional information is available at: www.ctfc.cat.

TERMS OF THE APPOINTMENT

1. Expected starting date: from 19th October 2026.
2. Contract type: scientific-technical contract initially linked to proposal preparation activities, with an expected duration of one year and the possibility of continuation depending on the outcome of the funding call.
3. Working hours: full-time (37.5 hours per week).
4. Work location: Solsona, with the possibility of partial remote work in accordance with CTFC regulations and organisational criteria.
5. Professional category and salary: category and salary will be determined according to CTFC employment categories, assigned responsibilities, and the selected candidate's profile, taking into account education, experience, and scientific track record. Indicative gross annual salary range: €30,000-€36,000.
6. Professional environment: integration into an interdisciplinary research team, participation in European scientific networks, and interaction with research institutions, public administrations, conservation organisations, agricultural stakeholders, and other land-management actors.

KEY RESPONSABILITIES

1. Contribute to defining the scientific approach, objectives, hypotheses, methodology, work package structure, and impact framework of the proposal, ensuring overall coherence and alignment with the call requirements.
2. Coordinate the drafting and integration of the different sections of the scientific and technical proposal, in close collaboration with the CTFC team and consortium partners.
3. Participate in other research projects within the group, including scientific manuscripts, technical reports, synthesis documents, presentations, and other research and knowledge-transfer outputs.

BASIC REQUIREMENTS

1. University degree in Biology, Environmental Sciences, Agricultural Engineering, Forestry Engineering, or related disciplines associated with ecology, biodiversity, agronomy, or natural resource management.
2. PhD in Ecology, Conservation Biology, Environmental Sciences, Agronomy, or a related discipline.

4. Advanced written and spoken English.
5. Knowledge of statistical analysis software, particularly R or equivalent tools, and reproducible data-management methods.
6. Record of peer-reviewed scientific publications and demonstrated ability to conduct independent scientific research.

DESIRABLE REQUIEREMENTS

1. Experience in projects related to agricultural ecosystems, agricultural biodiversity, or farmland birds.
2. Experience in preparing or coordinating European or national research project proposals.
3. Direct experience in preparing or coordinating proposals or Work Packages within Horizon Europe projects.
4. Knowledge of European project evaluation criteria, particularly excellence, impact, and quality of implementation.
5. Experience in multi-actor projects, participatory research, transdisciplinary science, or co-creation processes involving territorial stakeholders.
6. Experience working with public administrations, agricultural organisations, farmers, advisory services, conservation organisations, or agri-food companies.
7. Knowledge of the Common Agricultural Policy (CAP), European biodiversity policies, nature restoration policies, or other relevant environmental and agricultural policies.
8. Experience in evaluating agri-environmental practices, ecosystem services, conservation measures, agricultural incentives, or biodiversity-productivity relationships.
9. Proficiency in Catalan and/or Spanish.

SOFT COMPETENCES

1. Strong planning, organisational, and task-monitoring abilities.
2. Ability to coordinate contributions from different individuals and institutions while meeting demanding deadlines.
3. Excellent scientific writing, synthesis, and content-structuring skills.
4. Ability to work collaboratively in interdisciplinary, intercultural, and international environments.
5. Autonomy, responsibility, and a high level of commitment.
6. Initiative, proactivity, and results orientation.
7. Critical thinking and problem-solving abilities.
8. Flexibility and adaptability to the changing needs of preparing an international proposal.

9. Strong communication skills and the ability to interact with scientific, technical, institutional, and professional audiences.
10. Interest in developing a research career related to agricultural biodiversity, applied research, and the science-policy-management interface.
11. Availability for occasional national and international travel.

CONTACT

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SELECTION PROCESS AND CRITERIA

The selection process will be carried out through a two-stage procedure. The first stage will primarily target candidates from the consortium entities, given the nature of the position. The second stage will include the remaining candidates who have correctly submitted their application within the established deadline.

- **Applications:**

Candidates must submit a CV and a motivation letter via www.ctfc.cat/registre.php by **2 October 2026 at 14:00**, indicating the reference code of the job offer. Applications submitted through portals other than the CTFC's own job board will not be accepted, nor will those received through the SOC that do not follow the instructions specified in the call itself. **The deadline for submitting applications has been extended until October 14, 2026, due to a lack of candidates.**

The position subject to this call may be declared vacant if the selection committee considers that, despite the existence of candidates who meet the minimum requirements, none is deemed suitable for the position.

The CTFC guarantees an open, transparent, and merit-based selection process (OTM-R) for all registered applications, thus avoiding any bias based on gender, origin, age, ideology, or any other potentially discriminatory circumstances. Inclusion policy: Priority will be given to candidates with a recognized and accredited disability of 33% or higher, provided that the disability is compatible with the proper performance of the position.

Estimated timeline	
36 working days	Publication and dissemination of the job offer: CTFC website, SOC Office, and other communication channels.
Following 2 working days	Pre-selection: verification of compliance with the minimum requirements and assessment of desirable conditions. Informative email sent to non-eligible CVs.
Following 2 working days	Selection committee meeting: interviews with shortlisted eligible candidates. Minutes of the Selection Committee stating the name of the selected candidate and the reasons for the selection. Publication of the resolution on the CTFC job portal identifying the selected candidate. Informative email sent to interviewed eligible candidates who were not selected.
Following 1 working day	Submission to Human Resources of the official documentation required to process the employment contract and coordination of the contract start date.
October 2026 (approximately)	Start of the contract.