



Announcement of a Tenure Track Research Position in the Astrophysics Department of the *Instituto Nacional de Astrofísica Óptica y Electrónica (INAOE)*, Tonantzintla, Puebla, Mexico

The National Institute of Astrophysics, Optics and Electronics (INAOE) is a Public Research Center of CONACYT (National Council of Science and Technology) located in Puebla, Mexico, which conducts basic and applied research. It has postgraduate programs in the areas of Astrophysics, Optics, Electronics, Computer Science, Space Science and Technology, and Biomedical Science and Technology belonging to the National Postgraduate System (SNP). INAOE provides an intellectually stimulating work environment in which cutting-edge research and high-quality technological development are carried out as well as graduate studies at the master's and doctoral levels.

INAOE's Astrophysics Department aims to solve scientific and technological cutting-edge problems in the disciplines of astrophysics and astronomical instrumentation, to prepare highly qualified human resources in these areas, and to disseminate the knowledge generated to society through its education and outreach programs. Researchers and graduate students of the Astrophysics Department carries out research, both theoretical and observational, with its own observational infrastructure and its international share of infrastructure, covering the entire electromagnetic spectrum, from radio waves to gamma rays. The Institute's scientific interests are diverse but are encompassed in six branches of knowledge: Extragalactic Astrophysics and Cosmology, Galactic Astronomy, Stellar Astrophysics, Millimeter Astronomy, High Energy Astrophysics and Astronomical Instrumentation. The current staff of the Astrophysics Department consists of 33 full-time researchers, 10 CONACYT researchers, 4 postdoctoral researchers and more than 50 master and doctoral students. INAOE is the leading Mexican partner in the operation of the Large Millimeter Telescope (LMT, www.lmtgtm.org), and partner of the High-Altitude Water Cherenkov Experiment (HAWC, <http://hawc.umd.edu/>), the Large Aperture Gamma-ray-burst Observatory (LAGO, <http://particulas.cnea.gov.ar/experiments/lago>), and the 10.4m Gran Telescopio Canarias in Spain (<http://www.gtc.iac.es>). Other astronomical facilities at INAOE include a 2.12m reflector telescope at the Observatorio Astrofísico "Guillermo Haro" (OAGH) in Cananea, Sonora (Mexico), important computing resources, and a research library. INAOE personnel also have access to telescopes at the Observatorio Astronómico Nacional in San Pedro Mártir (OANSPM). A 6.5m telescope, to be installed at the OANSPM, is in the design phase. It will complement the Multi-Mirror Telescope (MMT) at Mt. Hopkins, Arizona (<https://www.mmt.org>), as a binational observatory.

Based on the authority of the Director General of INAOE and in order to find the best candidates who can contribute effectively and efficiently to the objectives of the Institute, a call is issued to nationals or foreigners who wish to obtain a researcher's appointment for specific work and time period (a probationary period of one year), in terms of the provisions of Article 24, section I, of INAOE's Academic Staff Statutes, to develop scientific and technological research, as well as technological development and innovation linked to the various sectors that demand it, in addition to training high-level human resources, to send their application in accordance with the following





Terms

I. Academic Background

A PhD. degree or equivalent in Astrophysics or related areas is required, as well as a successful research career with publications in renown international conferences and journals in their area of research. Candidates are expected to have conducted independent research for at least three years after completion of their PhD.

II. Candidate's Profile

Selected candidates must have established an innovative research trajectory at the highest international level and an outstanding research program. The candidate's record of excellence in research should be demonstrated by several high impact and sustained contributions and publications in relevant leading academic journals. It would be advantageous for the candidate to demonstrate excellence in the development of graduate level teaching programs and significant prior experience as an effective mentor/supervisor of graduate students. Evidence of teaching excellence will be demonstrated through teaching accomplishments, strong letters of recommendation, and the teaching record submitted as part of the application.

III. Job Description

The selected candidate should:

- Conduct high quality and original research;
- Publish the results of his/her research in renown conferences and journals in his/her area of expertise;
- Collaborate with other researchers of the Astrophysics Department and INAOE;
- Teach high quality courses in INAOE's postgraduate programs;
- Supervise master's and doctoral theses;
- Participate as reviewer of master's and doctoral theses directed by other researchers;
- Perform administrative duties in accordance with his/her position;
- Collaborate in different activities of the Institute.

IV. Additional considerations

- Willingness to live in or near Puebla City, Puebla, Mexico.
- Positive attitude towards challenges and work in general.
- High sense of responsibility.
- Willingness to work as part of a team.
- Foreigners must have valid immigration documents that allow them to carry out the responsibilities indicated in this call





V. Deadline for application and procedure

Applicants to obtain the appointment of Tenure Track Researcher under the terms indicated above must present:

- A letter of motivation
- A medium-term (10 years) projected research proposal of a maximum of 10 pages that includes professional development, teaching and scientific and technological development objectives, pointing out the main scientific contributions and outlining how he/she plans to integrate with the current researchers of the Department of Astrophysics and of INAOE in general.
- *Curriculum Vitae*.
- Complete list of publications with a maximum of 5 articles indicated as particularly relevant to the application.
- A teaching dossier, including a statement of teaching philosophy.
- Contact information of three researchers of worldwide prestige that could be asked to provide a letter of recommendation of the candidate in digital form.

All the documents must be delivered or sent by **November 30, 2021**, to:

Dirección de Investigación y Desarrollo Tecnológico
 Instituto Nacional de Astrofísica Óptica y Electrónica (INAOE)
 Calle Luis Enrique Erro 1,
 Tonantzintla, Puebla, México
 C.P. 72840
 Tel (222) 266 3100 ext. 3206
direccion_investigacion@inaoep.mx

For questions related to this call, please contact Dr. José Ramón Valdés, Head of the Astrophysics Department, at the following e-mail address: jvaldes@inaoep.mx.

The entire evaluation and selection process is expected to take about 3 months after the deadline for submission of applications. The evaluation procedure will be carried out by a Selection Committee, appointed by the Director General of INAOE, in which prominent astronomers of our community participate. The evaluation procedure will be carried out according to the following criteria: academic excellence of the candidates, experience in the development of research and technological development projects, quality and originality of the proposed research project, and appropriateness and feasibility of the research project within the framework of INAOE's research activities and infrastructure. It is important to note that at INAOE we are open to the creation of new lines of research and the contribution of new observational facilities.

The selected candidate will be notified by e-mail. Within 10 days from receipt of that communication, the candidate must communicate whether he/she accepts or declines the position. Failure to communicate





acceptance will be considered as a declination. The opinion of the staff of the Astrophysics Department will be sent to the Director General so that, once the conditions foreseen in the Statutes of the Academic Staff of the National Institute of Astrophysics, Optics and Electronics are fulfilled, the corresponding appointment will be granted according to the provisions of article 24 fraction I of the current Statute of the Academic Staff (EPA). The position will be available until it is filled.

VI. Additional information

Let it be known that once the one-year period established in this announcement for the selected candidates comes to an end, they can apply for permanence, promotion, and tenure, based on the Faculty Statute of the INAOE and all the other pertinent regulations. All offered positions are full-time, with a position and salary in accordance with the academic trajectory of each candidate. The position includes the following fringe benefits besides salary: Social Security for the researcher and his/her immediate family, sick leave, paid vacation after six months of work, and a retirement package. Based on internal regulations, selected candidates will be offered a temporary contract, which will be reviewed at the end of the first and third years. The initial position is the equivalent to an Associate Professor in the United States. Besides the salary and benefits, the researchers in the INAOE can qualify for an additional stipend based on a merit scale. They can also apply to become part of the SNI and receive a monthly fellowship in case of meeting the requirements. As part of their benefits, the researchers can apply for a three-month paid leave every year to collaborate with other academic institutions, as well as to enjoy a paid sabbatical leave after a period of six years of uninterrupted work.

