



ICREA

What is ICREA:

- ✓ a community of researchers,
 - ✓ after strict international meritocratic selection,
 - ✓ that work in Catalonia for the advancement of knowledge
- ... two major programs: **senior** & **academia**

The basics of ICREA Senior:

- ✓ ICREA researchers hold permanent positions and work in any research institution within the Catalan R&D system
- ✓ ICREA rents a small office as HQ
(0.5 m² per researcher) ... host institution

ideal research working conditions:

- ✓ choose the optimal environment (“host”)
- ✓ teaching not mandatory
- ✓ salaries higher than the local system
- ✓ permanent position
- ✓ salary promotions based on performance
- ✓ ... and complete academic freedom!

why ICREA is so special

- ✓ minimize procedures & administration (<2% of budget)
- ✓ flat organization
- ✓ trust and freedom! both with **researchers** and **host institutions**
- ✓ external evaluations -with consequences



the ICREA academia program

a research intensification program aimed at excellent university professors in the Catalan system

combines 5 years of salary recognition, teaching waiver and support for research.

(similar to: *Institut Universitaire de France*)

history and essential pillars:

- ✓ created in 2001
ICREA emerged to seek new formulas for hiring scientific excellence, recruit and retain top research leaders for the Catalan R&D system
- ✓ 100% funded by the Catalan government
- ✓ two essential pillars:
 1. organic independence
 2. functional autonomy