

Centro de Investigación Científica y de Educación Superior de Ensenada,  
Baja California.

## OPEN CALL

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### TENURE-TRACK RESEARCH POSITION IN OPTICS

The Center for Scientific Research and Higher Education of Ensenada (CICESE) invites applications for a tenure-track position in the Department of Optics within the Division of Applied Physics.

#### ABOUT CICESE

CICESE is a public research institution dedicated to generating new knowledge that addresses global, national, and regional challenges while also training specialized human resources in its areas of expertise. (for more information, visit <https://www.cicese.edu.mx/welcome/acerca/>).

#### ABOUT THE DEPARTMENT OF OPTICS

The Department of Optics of CICESE is a well-established academic department with more than 45 years of existence, recognized nationally and internationally for its contributions to optics. It currently has a staff of 19 tenured researchers and 2 researchers from the “*Investigadores por México*” program of CONAHCYT (now SECIHTI).

The Department carries out two core academic activities: basic and applied research in optics and photonics, as well as fostering the academic growth of its students through its graduate programs (master’s and doctoral degrees) in Optics. Its current research areas include Advanced Optical Materials, Biophotonics, Lasers and Nonlinear Optics, Nanophotonics, Quantum Optics and Information, and Waveguides and Optical Sensors.

#### CHARACTERISTICS AND REQUIREMENTS:

Through this new position, the Department of Optics seeks to widen its activities, establishing new research lines and strengthening the existing ones. The selected candidate is expected to support the Department’s academic, outreach, and training activities and help CICESE fulfill its mission and goals.

##### Profile:

We are seeking a candidate with a proven ability to conduct independent research on contemporary topics in optics and photonics, which are also appealing to students.

##### Academic Qualifications:

- A doctoral degree in Science or Engineering,
- At least two years of postdoctoral experience or equivalent in an institution of recognized international prestige.

##### Experience and skills that will be taken into consideration:

- Demonstrated scientific research experience in optics and photonics, evidenced by peer-

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## OPEN CALL

---

reviewed (JCR-indexed) publications. At least ten publications are required, with at least four as the main author (first or corresponding author).

- Experience disseminating scientific knowledge (e.g., academic seminars, outreach articles, conference participation).

### Aspects that will be taken into consideration:

- Experience in thesis supervision.
- Experience in obtaining funds for research.
- Potential to carry out independent research, evaluated mainly by the candidate's publications in high-impact journals.
- Experience in obtaining projects within the social, governmental, or productive sectors.
- Ability and willingness to carry out interdisciplinary work and interact with other groups at CICESE and neighboring institutions on topics such as biophotonics, quantum optics and information, optical communications, renewable energies, and nanophotonics, to name a few examples.

### Activities:

- Conduct original, cutting-edge research within their area of expertise, as evidenced by publication of articles in JCR-indexed journals.
- Teach graduate courses in optics.
- Supervise master's and doctoral theses within the graduate program in optics.
- Propose research projects and seek funding sources to support their investigations.
- Collaborate on multidisciplinary projects with researchers within the Department of Optics and external collaborators.
- Participate in the academic activities of the Department of Optics, such as committee work, analysis, design, and updating of courses and curricula, science communication activities, and/or graduate program promotion.

### EVALUATION PROCEDURES:

Applications will undergo an initial review by an internal committee of the Department of Optics, which will preselect candidates whose profiles most closely align with the "Characteristics and Requirements" outlined above. The short-listed candidates will then be evaluated by an external Selection Committee responsible for identifying the finalists. Finalists will be invited to present a work proposal, aligned with the Mission, Vision, and Goals of CICESE, a departmental seminar and a psychometric test. The Selection Committee will provide a recommendation to the Internal Council of the Division of Applied Physics and subsequently to the Internal Advisory Council. Final approval will be granted by the Director General of CICESE. If no applications meet the desired profile, the selection process will be declared void, and a new call for applications will be issued.

### SALARY:

Salary will be based on the following: (a) Salary according to the assigned category, which will be

Página 2 de 5

Centro de Investigación Científica y de Educación Superior de Ensenada,  
Baja California.

### OPEN CALL

determined after the curriculum evaluation and in accordance with the CICESE Academic Personnel Statute; (b) Benefits exceeding those mandated by law (e.g., bonuses, medical insurance, savings fund, etc.); (c) Productivity bonuses.

Additionally, CICESE researchers can enhance their income by joining the National System of Researchers (SNII). For more info visit: <https://conahcyt.mx/sistema-nacional-de-investigadores/>.

#### REQUIRED DOCUMENTS:

- An updated Curriculum Vitae.
- A statement of intent, including details on how the candidate intends to contribute to the institution.
- Two recommendation letters, which must be sent directly by the fix to the Head of the Department (not by the applicants).
- Official documentation certifying the highest level of education attained.

All documents must be submitted electronically via email in PDF format.

<b>CONTACT:</b>	<b>Dr. Israel Rocha Mendoza</b> <b>Head of the Optics Department:</b> <a href="mailto:jefatura_optica@cicese.edu.mx">jefatura_optica@cicese.edu.mx</a>  <b>CC to Dr. Eugenio R. Méndez Méndez</b> <b>Director of the Division of Applied Physics:</b> <a href="mailto:emendez@cicese.edu.mx">emendez@cicese.edu.mx</a>
<b>DEADLINE:</b>	<b>May 02, 2025.</b> ( Documents received after this date will not be considered for the selection process).
<b>REMARK:</b>	The date of awarding the position to the candidate selected to fill it will be subject to the authorization of the Ministry of EcoFinance and Public Credit, in accordance with the provisions in force on the date of completion of the selection process.

**Publication date: January 28<sup>th</sup>, 2025.**

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ANNEX ONE

<b>Categoría</b>	<b>Nivel</b>	<b>Sueldo mensual bruto</b>
Investigador Titular	C	\$ 46,879.50
Investigador Titular	B	\$ 44,952.65
Investigador Titular	A	\$ 43,026.15
Investigador Asociado	C	\$ 39,173.25
Investigador Asociado	B	\$ 34,678.15

Category will be assigned by the External Commission in accordance with the provisions of the Statute of Academic Personnel of CICESE, and the benefits are reflected in the Collective Bargaining Agreement, which are available through the System of Standards of the Federal Public Administration:

<https://normateca.cicese.mx/resultados/getarchivoNi/24>

<https://normateca.cicese.mx/resultados/getarchivoNi/111>

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ANNEX TWO

Collective Bargaining Agreement Clauses

Clause 23 Economic incentives for productivity	Clause 56 Holidays (32 working days of vacation time each year, two periods of ten each, after one year of service)
Clause 29 Christmas bonus. (40 days' salary)	Clause 58 Marriage leave
Clause 30-bis. Five-year premium (After 5 years of seniority)	Clause 60 Maternity, paternity or adoption leave.
Clause 31 Holiday premium.	Clause 60 bis. Family death leave
Clause 33 Savings fund.	Clause 73 Major medical insurance
Clause 34 Food voucher (Fourteenth day, \$715.00)	Clause 75 Death payment
Clause 34a Transportation voucher (Fourteenth day, \$507.00)	Clause 76 Death compensation to beneficiaries
Clause 37 Insurance, benefits and mandatory federal employee health services (ISSSTE)	Clause 77 Retirement insurance
Clause 39 Nursery and childcare	Clause 78 Housing allowance
Clause 40 Life insurance	Clause 79 Seniority bonus
Clause 41 Basic food voucher	Clause 80 Recognition by seniority
Clause 42 Moving allowance	Section 81 Compensation for voluntary retirement
Clause 45 Orthopedics, hearing aids and wheelchairs	Regulation 81 bis. Single payment for cancellation of the service
Clause 46 Nurse support	
Clause 47 Language scholarships	
Clause 49 BIS. Scholarships for children of workers	
Clause 50 Mother's Day and Father's Day	
Clause 51 Marriage dowry	
Clause 54 Benefits for academic and technical workers. (Teaching material equivalent to 6% of monthly salary)	
Clause 55 Rest days (working days are Monday through Friday)	