

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

## OPEN CALL

The **Centro de Investigación Científica y de Educación Superior de Ensenada (CICESE)**, through the Department of Computer Science (DCC) under the Division of Applied Physics, is pleased to announce an open call for applications for a tenure-track Assistant Professor position in research and teaching.

### ABOUT CICESE AND THE DCC

Founded in 1973, CICESE is a premier public research institution recognized nationally and internationally for its excellence in scientific research and graduate-level education. Its mission is to generate knowledge and technology to address universal, national, and regional challenges through basic and applied research while training professionals with ethics, responsibility, and leadership in fields such as Biological, Physical, Marine, Earth, and Information Sciences.

Located in Ensenada, Baja California, the Department of Computer Science (DCC) focuses on generating and applying knowledge and technology to foster the country's development and training postgraduate-level professionals. The department comprises 14 researchers and one external collaborator from CONAHCYT and conducts research in:

- Algorithms and Data Science
- Intelligent, Interactive, and Distributed Systems
- Vision, Imaging, and Robotics
- Computational Biology and Biological Computing

The DCC offers Master's and Doctoral programs in Computer Science. More details about CICESE and DCC can be found at [CICESE website](#).

### POSITION DETAILS AND REQUIREMENTS

The DCC invites applications from candidates capable of proposing innovative research lines in Computer Science while strengthening existing areas of expertise.

#### Academic Qualifications:

- Ph.D. in Computer Science, Engineering, or related fields.

#### Required Experience and Skills:

- Demonstrated research experience in Computer Science, evidenced by publications in high-impact indexed journals, with at least two as lead author (first author, corresponding author, or sole author).
- Teaching experience at the undergraduate or graduate level in Computer Science or related areas.

#### Preferred Qualifications:

- Preference will be given to candidates whose Research expertise is relevant to Digital Image Processing or Computational Biology.
- Experience supervising undergraduate or graduate theses.
- Proven ability to secure research funding.
- Engagement in scientific outreach (e.g., seminars, publications, conference organization).
- Postdoctoral research experience.
- Ability to work in multidisciplinary and interdisciplinary teams.
- Experience in collaboration with social, governmental, or industrial sectors.

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Preference will be given to candidates who are members of Mexico's National System of Researchers (SNII) or demonstrate equivalent productivity through a well-established research line with publications in high-impact journals. The ability to conduct interdisciplinary work and collaborate with other research groups within and outside of CICESE will also be highly valued.

### Responsibilities:

- Conduct cutting-edge research, reflected in publications in JCR-indexed journals.
- Teach graduate-level courses in Computer Science.
- Supervise Master's and Doctoral theses.
- Develop research proposals and secure external funding.
- Collaborate on multidisciplinary projects with internal and external researchers.
- Participate in departmental activities such as course design, program updates, science communication, and graduate program promotion.

### EVALUATION PROCESS:

Applications will be reviewed by an internal committee at DCC, followed by evaluation by a Selection Committee. Finalists will be invited to:

- Present a work proposal aligned with the mission and objectives of CICESE.
- Deliver a departmental seminar.
- Undergo a psychometric assessment.

The Selection Committee will recommend candidates to the Applied Physics Division's Internal Committee (CI, by its acronym in Spanish "Consejo Interno") and the Internal Advisory Committee (CCI, by its acronym in Spanish "Consejo Consultivo Interno"), with final approval by the General Director of CICESE. If no suitable candidate is identified, the call may be declared vacant, and a new announcement will be issued.

### COMPENSATION AND BENEFITS:

The financial benefits are based on the following items:

- Salary based on academic category, determined through a curriculum evaluation under CICESE's academic personnel statutes and regulation.
- Benefits exceeding statutory requirements (e.g., bonuses, health insurance, savings funds).
- Productivity incentives.
- Support for membership application to the National System of Researchers (SNII), if not already a member.

Details on salary structure and benefits can be found in the appended salary and contract clauses.

### APPLICATION REQUIREMENTS:

Applicants must submit the following documents in PDF format via email:

1. Updated CV.
2. Cover letter detailing motivation and potential contributions to the DCC and its graduate programs.
3. Two recommendation letters (sent directly by recommenders).
4. Official documents certifying the highest level of education.
5. Research proposal (for shortlisted candidates).



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Submission:

Additionally, it will be necessary to complete the application in digital format using the following link:

<https://forms.gle/G1tYX5Ny6WtVRF8LA>.

Recommendation letters and applications should be emailed to:

<b>CONTACT:</b>	<b>Dr. Edgar Leonel Chavez</b>  Head of the DCC and the selection committee Computer Science Department email: jefaturadcc@cicese.mx extension: 23401
<b>Due date for documents</b>	<b><u>March 28<sup>th</sup>, 2025</u></b>
<b>OBSERVATIONS:</b>	<b><u>The contracting date for the selected candidate as Researcher, will be subject to the authorization of the Secretaría de Hacienda y Crédito Público.</u></b>

**Publication date: January 29th, 2025.**



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ANNEX ONE

TABULAR SALARY FOR RESEARCHER POSITION

2025

<b>Categoría</b>	<b>Nivel</b>	<b>Sueldo mensual bruto</b>
Investigador Titular	C	\$ 48,754.70
Investigador Titular	B	\$ 46,750.75
Investigador Titular	A	\$ 44,747.20
Investigador Asociado	C	\$ 40,740.20
Investigador Asociado	B	\$ 36,065.30
Investigador Asociado	A	\$34,462.65

The category will be assigned by the External Evaluation Committee in accordance with the CICESE Academic Personnel Statute, and the benefits are outlined in the Collective Labor Agreement, which can be consulted through the Federal Public Administration Standards System.

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



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### ANNEX TWO

#### BENEFITS FOR RESEARCH STAFF 2024

- Clause 23** Economic incentives for productivity.  
**Clause 29** Christmas bonus. (40 days' salary).  
**Clause 30-bis.** Five-year premium (After 5 years of seniority).  
**Clause 31** Holiday premium.  
**Clause 33** Savings fund.  
**Clause 34** Food voucher (Fourteenth day, \$715.00).  
**Clause 34a** Transportation voucher (Fourteenth day, \$507.00).  
**Clause 37** Insurance, benefits and mandatory federal employee health services (ISSSTE).  
**Clause 39** Nursery and childcare.  
**Clause 40** Life insurance.  
**Clause 41** Basic food voucher.  
**Clause 42** Moving allowance.  
**Clause 45** Orthopedics, hearing aids and wheelchairs.  
**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).  
**Clause 56** Holidays (32 working days of vacation time each year, two periods of ten each, after one year of service). Sabbatical period (after 6 years of seniority, and every 6 after).  
**Clause 58** Marriage leave.  
**Clause 60** Maternity, paternity or adoption leave.  
**Clause 60 bis.** Family death leave.  
**Clause 73** Major medical insurance.  
**Clause 75** Death payment.  
**Clause 76** Death compensation to beneficiaries.  
**Clause 77** Retirement insurance Clause 78 Housing allowance.  
**Clause 79** Seniority bonus.  
**Clause 80** Recognition by seniority.  
**Clause 81** Compensation for voluntary retirement.  
**Clause 81 bis.** Single payment for cancellation of the service.

The current Collective Labor Agreement can be consulted at the following link:

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