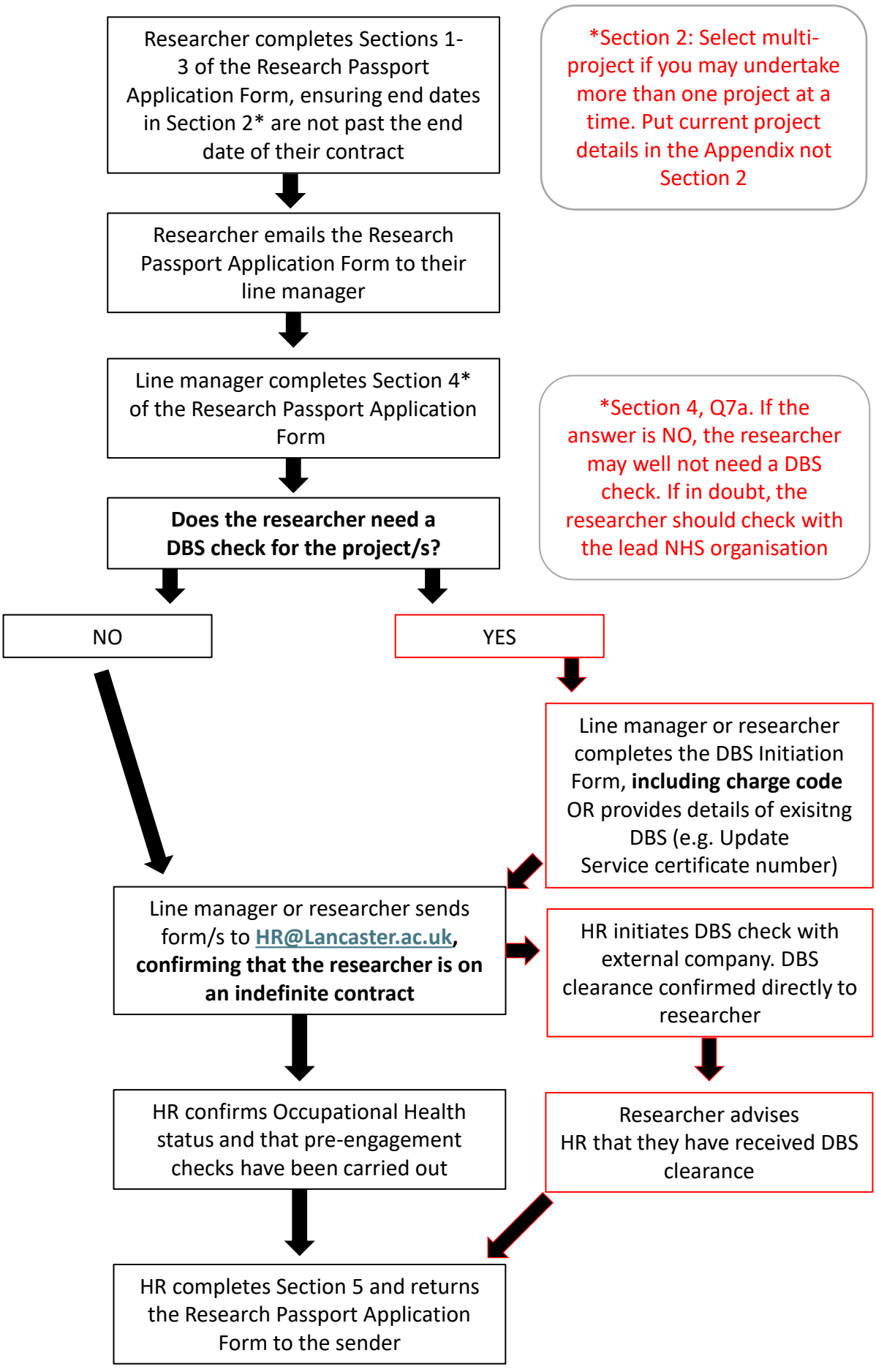Flowchart 1: Research staff on an indefinite contract (with/out an end date)