

# LE PRINCIPALI NOVITÀ DEL BANDO H2020-MSCA-IF-2016 Individual Fellowship (IF)

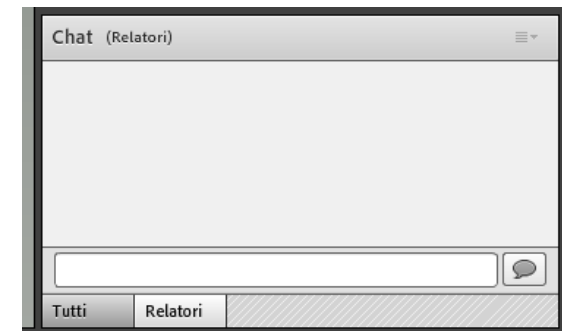
Angelo D'Agostino,  
Webinar 14 aprile 2016

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# Agenda

11.00	LE PRINCIPALI NOVITÀ DEL BANDO H2020-MSCA-IF-2016 Individual Fellowship
11.30	Sessione di domande
11.45	Fine lavori



# Purpose

- Marie Skłodowska-Curie **Individual Fellowships (IF)** aim to enhance the creative and innovative potential of experienced researchers, wishing to diversify their individual competence in terms of skill acquisition through advanced training, international and intersectoral mobility. Individual Fellowships provide opportunities to acquire and transfer new knowledge and to work on research and innovation in a European context (EU Member States and Associated Countries) or outside Europe. **They develop the careers of individual researchers who show great potential, considering their experience, and include a specific opportunity for those returning to the profession.** The action also includes a mechanism for the return and reintegration of researchers from outside Europe who have previously worked here.

# Example

## An IF action in practice

IF offers appropriate funding for experienced researchers who move to another country for research, innovation, training and networking activities.

The proposal is built around a concrete plan of **training-through-research** (Career Development Plan) at the host organisation. In addition to research objectives, this plan comprises the researcher's training and **career needs**, including training on transferable skills, planning for publications, and participation in conferences.

The researcher is therefore expected to implement the research/innovation activities also by means of **organising/taking part** in training courses, workshops, summer schools, seminars, conferences, etc. aimed at sharing knowledge, acquiring new skills and developing careers.

**Appropriate supervision** and support is provided to researchers by the host organisation through the supervisor(s). **Regular meetings** between the supervisor and the researcher will be the backbone for the planning and the implementation of the research and innovation action.

Proposals should consider these elements and provide a convincing concept and work-plan.

# Partner Organisations

Partner organisations are either:

- a) organisations in MS or AC that host the researcher during secondments and provide additional training;
- or, uniquely in the case of Global Fellowships,
- b) organisations in TC that host the researcher during the initial outgoing period and provide training.

[...]

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2015



2016

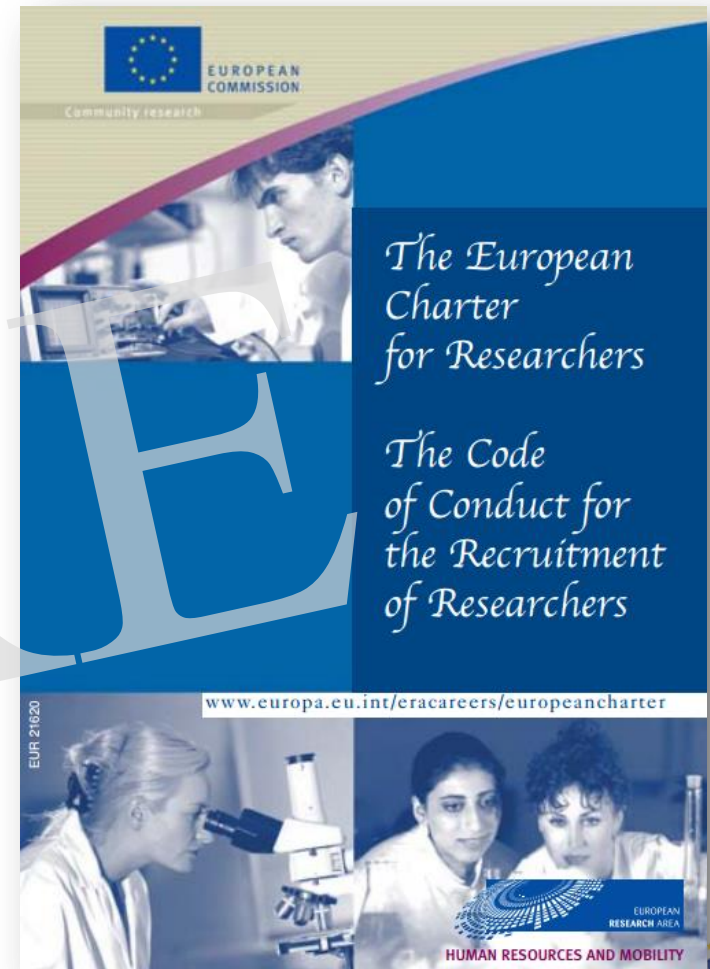
**2.3 Eligible Organisations**

**2.3 Eligible Applicants**

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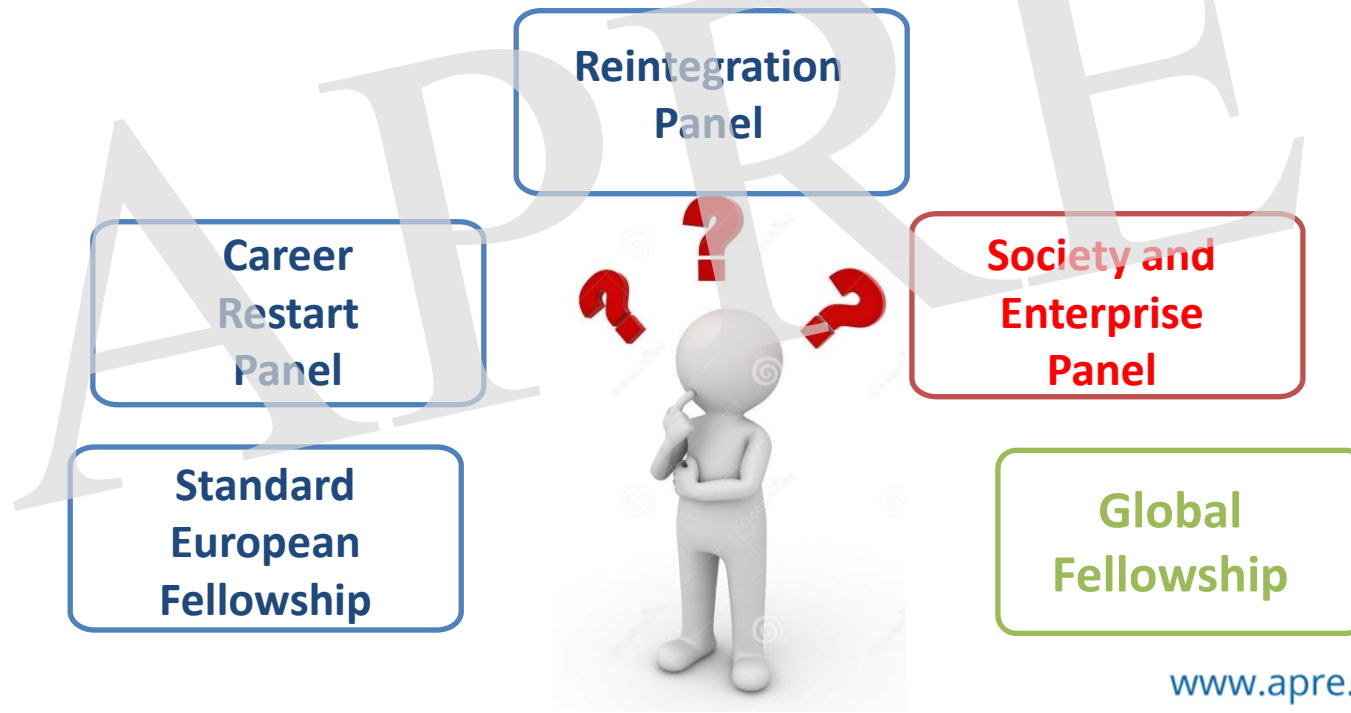
## 2.4 Obligations of Participants

- Important aspects of European Commission policy towards researchers are the improvement of their working and living conditions and the promotion of mobility in order to open up new perspectives for research careers in Europe. The MSCA aim to act as a catalyst in this respect. The host organisations will therefore be required to meet certain working conditions relating to the researcher, which should be in line with the principles set out in **the European Charter for Researchers** and in **the Code of Conduct for the Recruitment of Researchers (Charter and Code)**.
- **The Beneficiary must make its best effort to implement the principles set out** in the Charter and the Code of Conduct. Some of these principles are also reflected in the core of the Grant Agreement (for instance, the obligation for the beneficiary to ensure that the researcher is adequately supervised) and are therefore contractually binding.



# Only one proposal

- Only one proposal per individual researcher will be evaluated under this call for proposals. **In the event of multiple submissions, the REA contacts the applicants, who choose the proposal to be evaluated. In case no reply is received, or in case of doubts, the first submitted proposals will be evaluated. In any case, the other proposals submitted by the same researcher and not evaluated will be declared inadmissible.**





## Individual Fellowship

### European Fellowship

### Global Fellowship



Only one proposal per individual researcher will be evaluated under this call for proposals.

Standard  
European  
Fellowship

Career  
Restart  
Panel

Reintegration  
Panel

Society and  
Enterprise  
Panel

## 3.1.a Standard European Fellowships

- The researcher may be of **any nationality**. **No age restrictions apply.**
- **In case of doubts about the eligibility of the researchers, submission of documentary evidence may be requested.**

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# Refugees

- For refugees covered by the 1951 Refugee Convention ([Geneva Convention](#)), the refugee procedure (i.e. before refugee status is conferred) will not be counted as 'period of residence/activity in the country of the beneficiary'. This is regardless of whether he/she was active in research at that time.



## 3.1.b Career Restart Panel (CAR)

- The researcher may be of **any nationality**. **No age restrictions apply.**
- Whether or not the researcher has been active in research is determined on the basis of fellowships or employment contracts in the domain of research.
- The professional status confirming the eligibility (e.g. unemployment, parental or sick leave, no fellowship or no employment contract in the domain of research) of the researcher during the period 15 September 2015 to 14 September 2016 must be clearly explained in the proposal, both in part A<sup>8</sup> and B<sup>9</sup>.
- In case of doubts about the eligibility of the researcher, submission of documentary evidence may be requested, after the call deadline.

8 Section 5 - Call specific questions, question 2: *Were you out of research for a certain period until the call deadline?*

9 Section 4 - CV OF EXPERIENCED RESEARCHER

# Refugees

- For refugees covered by the 1951 Refugee Convention ([Geneva Convention](#)), the refugee procedure (i.e. before refugee status is conferred) will not be counted as 'period of residence/activity in the country of the beneficiary'. This is regardless of whether he/she was active in research at that time



## 3.1.c Reintegration Panel (RI)

- The researcher must be a **national or long-term resident of a MS or AC** as described under [Definitions](#). **No age restrictions apply.**
- The researcher must **move or have moved** (transnational mobility) from a **TC directly** (excluding compulsory national service and/or short stays such as holidays) to the MS or AC where the beneficiary is located
- In case of doubts about the eligibility of the researchers, submission of documentary evidence may be requested.



# Refugees

- For refugees covered by the 1951 Refugee Convention ([Geneva Convention](#)), the refugee procedure (i.e. before refugee status is conferred) will not be counted as 'period of residence/activity in the country of the beneficiary'. This is regardless of whether he/she was active in research at that time.



## 3.1.d Society & Enterprise Panel (SE)

- The Society & Enterprise Panel is a multidisciplinary panel of the European Fellowships dedicated to career opportunities for researchers seeking to work on research and innovation projects in an organisation from the non-academic sector.
- Following evaluation there will be one ranking list with an earmarked budget of EUR 10 million for all Society & Enterprise proposals.
- After the call closure, EF-SE proposals with beneficiaries having an academic status (proven by a PIC number) will be automatically allocated to the EF-ST Panel. Conversely, EF-ST proposals with beneficiaries having a non-academic status (proven by a PIC number) may be, upon agreement of the coordinator, automatically allocated to the EF-SE Panel.





# Society & Enterprise Panel (SE)

**ELIGIBILITY CONDITIONS** for applicant organisations and researchers under the SE panel:

1. The researcher must be **an experienced researcher** as described under Definitions.
2. The researcher may be of **any nationality**. No age restrictions apply.
3. The researcher must **move or have moved** (transnational mobility) **from any country to the MS or AC** where the beneficiary is located.
  - The researcher must comply with the **SE mobility rule** as described under Definitions.
  - In case of doubts about the eligibility of the researcher, submission of documentary evidence may be requested, after the call deadline.
4. **The beneficiary** must be an entity from the **non-academic sector** as described under Definitions.

The **non-academic sector** includes all non-academic workplaces of researchers, from industry to business (including SMEs), government, civil society organisations (NGOs, trusts, foundations, etc.), some cultural institutions, museums, hospitals, international organisations (like the UN or WHO), etc.

# Refugees

- For refugees covered by the 1951 Refugee Convention (Geneva Convention), the refugee procedure (i.e. before refugee status is conferred) will not be counted as 'period of residence/activity in the country of the beneficiary'. This is regardless of whether he/she was active in research at that time.









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 Agenzia per la Promozione  
 della Ricerca Europea


**NEW**

**MARIE SKŁODOWSKA-CURIE ACTIONS  
 BANDI INDIVIDUAL FELLOWSHIPS (IF)  
 SOCIETY AND ENTERPRISE PANEL**







Dal concorso fotografico di APRE "Il Bello della scienza"  
 Titolo: IL RESTAURO AUDIO (TRA ARTE E SCIENZA)  
 Autrice: Federica Bressan - Dipartimento di Ingegneria dell'Informazione, Università di Padova  
 Oggetto: Ispezione visiva e olfattiva di un mastro magnetico dell'archivio storico dell'IPEM (Institute for Psychoacoustics and Electronic Music) all'Università di Ghent in Belgio, prima delle operazioni di restauro e digitalizzazione.  
 Foto scattata il 27 ottobre 2015, durante una visita al laboratorio per la scrittura di un progetto Marie Curie che è stato finanziato anche grazie al supporto dell'APRE.


A cura di  
 Angelo D'Agostino  
 NCP Marie  
 Skłodowska-Curie  
 Actions




**THE MARIE SKŁODOWSKA-CURIE ACTIONS:  
 Individual Fellowships 'Society and Enterprise' Panel**

VISIT US ON:










**Host organisations from non-academic sector only** (eg business, civil society and government bodies)




**€10 million funding to boost participation**



**For experienced researchers - fellowships of 1-2 years**



**Call opens: 12/04/2016; Deadline: 14/09/2016**



**All domains of research and innovation are eligible for funding** (except areas covered by the Euratom treaty).

**Benefits for host organisations**

- Recruitment of highly skilled researchers;
- Employers costs included
- Transfer of cutting edge science and innovation into your organisation

**Benefits for researchers**

- Increase your career prospects outside academia through the acquisition of new skills and expertise
- 100% Funding
- Recognition of excellent science: MSCA funding is a prestigious award

"Participating in the 'Individual Fellowships' allowed us to attract academic talent to our company, to enlarge our international networks and to transfer research results into the business sector."

Dr. Carmen Arbat, Head of Advanced Materials Technology, BSH Electrodomésticos España (Spain)

"The Marie Curie Fellowship allowed me to smoothly transition from an academic research position to an industry setting. Research in industry can come with some constraints but also offers great opportunities, such as seeing your research project developed into a product."

Dr. Alexander KARATZOGLOU (Greece), Marie Curie fellow

<http://ec.europa.eu/msca>

NI: Non-Contractual document, please consult the call documentation for full eligibility conditions and call details.

## 3.2 Global Fellowships (GF)

- Global Fellowships are composed of an **outgoing phase** during which the researcher first undertakes a secondment to a **partner organisation** in a **Third Country** for an **uninterrupted period** of between 12 and 24 months, followed by a **mandatory 12-month return period** to one single host organisation (**the beneficiary**) located in a **Member State or Associated Country**.

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## 3.2 Global Fellowships (GF)

- The researcher must be **national or long-term resident of a MS or AC** as described under [Definitions](#). **No age restrictions apply.**
- In case of doubts about the eligibility of the researchers, submission of documentary evidence may be requested.

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## 5. Mobility – key factor

- Mobility between organisations is considered by the European Commission as an asset for the personal and career development of researchers. It allows the enhancement of collaboration, and the acquisition of new skills and knowledge which contribute to increased creativity, efficacy and performance, thereby contributing to career development and a successful, competitive knowledge-based society.
- Mobility of the researcher to another country is an eligibility criterion for receiving MSCA funding, **while mobility between the academic and non-academic sector is also encouraged where this would further advance research or innovation.**
- Please note that the MSCA mobility rules do not necessarily relate to the location(s) stated in the current or previous employment contract(s) of the applicant researcher. The two determining elements are place of residence and place of main activity.

## 5. Mobility – key factor

For researchers with refugee status, as defined by the Geneva Convention:

- The time needed to process the application for refugee status (i.e. before refugee status is conferred) will not be counted as 'period of residence/activity in the country of the beneficiary'.
- Concerning only the Reintegration Panel of the European Fellowships or any Global Fellowship, researchers who have held refugee status in a MS or AC for at least 5 consecutive years qualify as long-term residents and therefore may apply.

In case of doubts about the eligibility of the researcher, submission of documentary evidence may be requested, after the call deadline.

**REFUGEE**

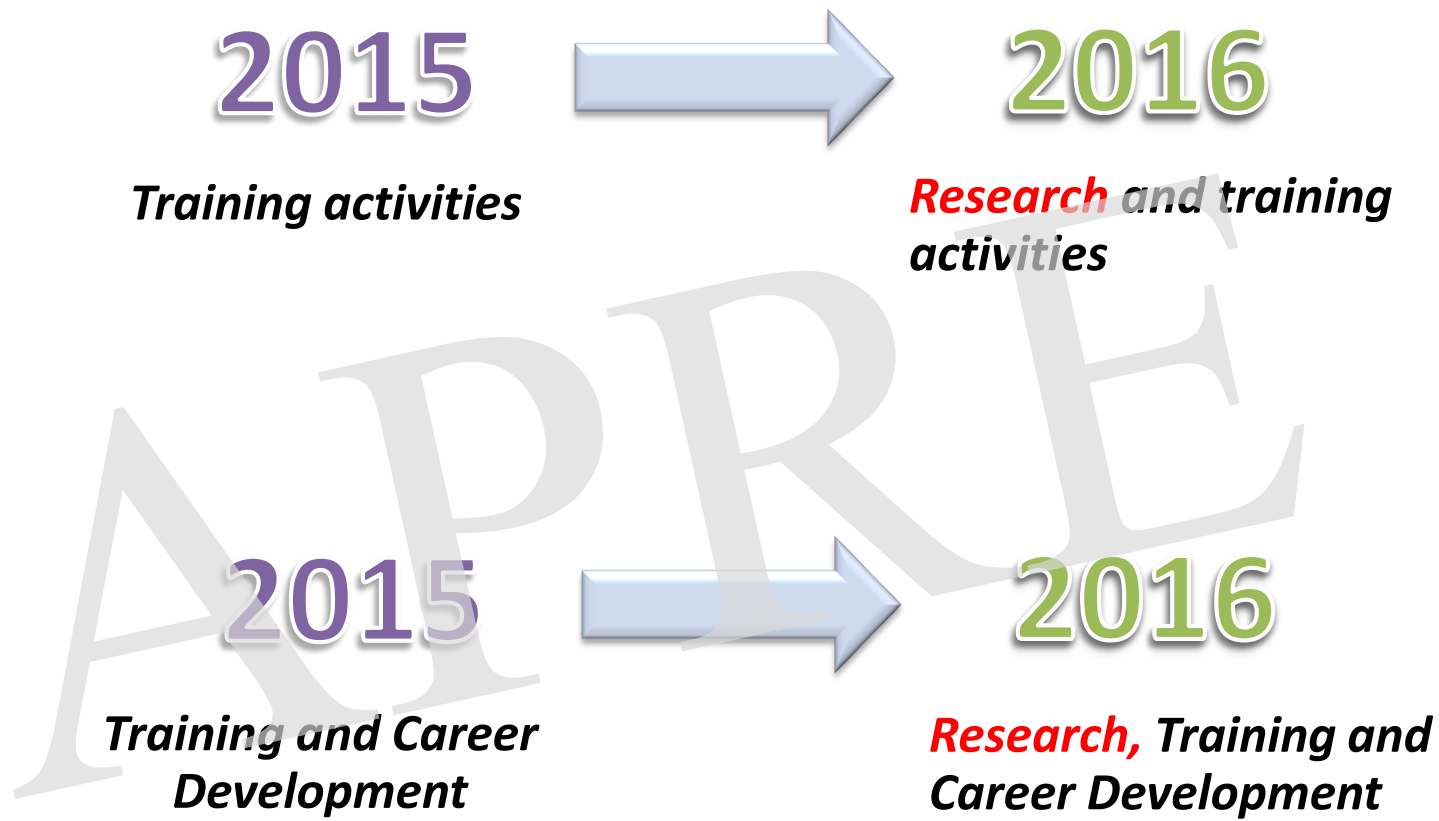
# Secondments

- The secondments must be clearly specified in Section 5 of Part B of the proposal, and justified elsewhere in the Part B. However, no Letter of Commitment is required.

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# Typical Activities of an Individual Fellowship



## Typical training activities in IF may include:

- [...]
- Hands-on training activities for developing scientific (new techniques, instruments, **research integrity**, **'big data'/'open science'**) and transferable skills (entrepreneurship, proposal preparation to request funding, patent applications, management of IPR, action management, task coordination, supervising and monitoring, take up and exploitation of research results);
- [...]

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## 6.2 Communication and Dissemination

- Dissemination promotes the results of the action to influence policy-making or ensure follow-up by industry and the research community. Forms of dissemination include publications and patents.
- Communication about the action should aim to demonstrate the ways in which this research is contributing to advancing society.

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# Open Science under Horizon 2020

2015



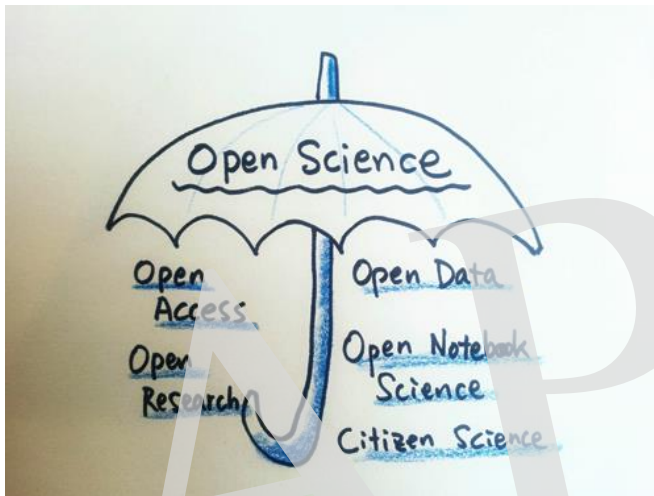
2016

Open Access under  
Horizon 2020

Open Science under  
Horizon 2020

# Open Science under Horizon 2020

Open Science refers to the Horizon 2020 objective of increasing openness at all stages of the research life cycle and thus ensuring that science serves innovation and growth



Open Science guarantees open access to publicly-funded research results and promotes a range of facilities for knowledge sharing. It provides researchers with tools and workflows for transparency, networking, collaboration, dissemination and transfer of new knowledge. Moreover, Open Science is an inclusive process aimed at promoting diversity in science across the European Union and opening it to the general public, in order to better address the H2020 societal challenges and ensure that science becomes more responsive both to socio-economic demands and to those of European citizens.

## 6.5 Refugees

- The integration of refugees is a key priority for the EU, and the Marie Skłodowska-Curie actions are fully committed to ensuring that the equal opportunities are provided to researchers whose scientific careers have been interrupted.

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# Financial aspects

- **Institutional unit costs**

The beneficiary may elect to pass some or all of this funding to partner organisations in the action, please see the Annotated Grant Agreement for further details.

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# Overview of IF

INDIVIDUAL FELLOWSHIPS		EUROPEAN				GLOBAL
		Standard EF	CAR	RI	SE	GF
EXPERIENCED RESEARCHERS	Nationality	ANY	ANY	MS, AC or long-term residents	ANY	MS, AC or long-term residents
	Mobility	From ANY country to MS or AC	From ANY country to MS or AC	From TC <b>directly</b> to MS or AC	From ANY country to MS or AC	From ANY country to TC then to MS/AC
		< 12 months in the last 3 years	< 36 months in the last 5 years	< 36 months in the last 5 years	< 36 months in the last 5 years	< 12 months in the last 3 years
	Career break in research	-	≥ 12 months prior to call deadline	-	-	-
PARTICIPANTS	Beneficiary	MS or AC	MS or AC	MS or AC	MS or AC Non-academic only	MS or AC
	Partner Organisation	MS or AC (optional secondments)	MS or AC (optional secondments)	MS or AC (optional secondments)	MS or AC (optional secondments)	TC (outgoing phase) MS or AC (optional secondments)
DURATION (months)		12 - 24	12 - 24	12 - 24	12 - 24	12 to 24 + 12
SCIENTIFIC AREAS		8	8	8	8	8
NUMBER OF RANKING LISTS		8	1	1	1	8
BUDGET (total € 218.5 million)		€ 179.5 million			€10 million	€ 29 million



# New! Part B

***NEW! Part B must be submitted as two separate documents:***

***Document 1*** must include the Start Page, the Table of Contents, the List of Participating Organisations and sections 1-3. The maximum total length for this document is 13 pages (1 page for the Start Page, 1 page for the Table of Contents, 1 page for the List of Participating Organisations, and 10 pages for sections 1 to 3: section 1 must start on page 4). The page limits will be strictly applied. Experts will be instructed to disregard any excess pages.

***Document 2*** must consist of sections 4-7 of Part B. No overall page limit is applicable to this document, but applicants should respect the instructions given per section (e.g. in section 4, maximum five pages).

(see also [Annex 4](#) below)

# Evaluation of Proposals

## Selection criteria

Proposals will be verified for their compliance with **the operational capacity of the beneficiary**, which is assessed at the proposal stage. Operational capacity shows whether an applicant has the **basic operational resources and capacity to implement the action**, and, in particular, the parts in the proposal for which it is responsible. This assessment is based on the following information to be provided in the proposal:

- A Curriculum Vitae or description of the profile of the main supervisor;
- A list of up to five relevant publications or other achievements of the supervisor of the applicant organisation;
- A list of up to five relevant previous actions or activities of the applicant organisation, connected to the subject of this proposal;
- A description of any significant infrastructure and/or any major items of technical equipment of the applicant organisation, relevant to the proposed work;
- For GF only, a description of the partner organisation in the Third Country which will contribute to the action.

If the experts evaluating the proposal reach a consensus that the beneficiary lacks sufficient operational capacity, then the proposal would be rejected.

# Award criteria

<b>IF - Marie Skłodowska-Curie Individual Fellowships</b>		
<b>Excellence</b>	<b>Impact</b>	<b>Quality and efficiency of the implementation</b>
<b>Quality and credibility of the research/innovation project;</b> level of novelty, appropriate consideration of inter/multidisciplinary and gender aspects	<b>Enhancing the potential and future career prospects of the researcher</b>	Coherence and effectiveness of <b>the work plan</b>
<b>Quality and appropriateness of the training</b> and of the two way <b>transfer of knowledge</b> between the researcher and the host	Quality of the proposed measures to exploit and <b>disseminate</b> the project results	Appropriateness of the allocation of <b>tasks and resources</b>
<b>Quality of the supervision</b> and of the integration in the team/institution	Quality of the proposed measures to <b>communicate</b> the project activities to different target audiences	Appropriateness of the <b>management structure and procedures</b> , including risk management
<b>Capacity of the researcher</b> to reach or re-enforce a position of professional maturity/independence		Appropriateness of the <b>institutional environment</b> (infrastructure)
<b>50%</b>	<b>30%</b>	<b>20%</b>
<b>Weighting</b>		
<b>1</b>	<b>2</b>	<b>3</b>
<b>Priority in case of ex aequo</b>		
<b>NB: An overall threshold of 70% will be applied to the total weighted score.</b>		

# Scientific Areas and selection of Descriptors (Keywords)

- In the electronic submission system (SEP) the applicants should choose the scientific area and descriptors (keywords) carefully since this will guide the REA in the selection of the most appropriate experts for the proposal evaluation. The number of descriptors will range from three (3) to five (5) as explained below. Applicants must:

- 1) Select one of the 5 types of fellowship (EF-ST, EF-CAR, EF-RI, EF-SE, GF) for which their proposal is submitted.
- 2) Select the area of research (e.g.: CHE) in which the proposal best fits, in section 1 of the proposal submission forms. This should be considered as the core discipline of the proposal.
- 3) Within the most relevant sub-area of research (e.g.: C1-Synthetic Chemistry and Materials), **select the first descriptor** that best characterises the subject of the proposal (e.g. Colloid Chemistry).
- 4) **The second descriptor** that best characterises the subject of the proposal must be selected within the area of research (e.g.: CHE) that has been selected in step 2.
- 5) **Third descriptor:** it is mandatory **to select at least one (1) additional descriptor** which can be **chosen from any of the eight (8) areas** of research.
- 6) If needed **you may add further two (2) additional descriptors** chosen freely.

**Please note that you should select the descriptors in order of importance, the first being the most important.**

**To help you select the most relevant area for your proposal, a document providing a breakdown of each scientific area into a number of descriptors can be found in Annex 6 of this guide.**

# How to complete the Part A forms

## Partner organisations

- Information on partner organisations in TC (for Global Fellowships) is provided by the beneficiary under section 2 of Part A.
- Information on partner organisations in Europe (secondments) is provided by the beneficiary under section 5 of Part A.
- When you complete part A, please make sure that *numbers are always rounded*. Person-months are always full months.

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# Resubmission

- If you have submitted your proposal (or a very similar one) to the IF Calls for Proposals MSCA-IF-2014 or MSCA-IF-2015, the evaluators will receive a copy of the previous Evaluation Summary Report at the start of the consensus building process".
- Proposals are only considered as resubmitted if Supervisor, Researcher and Host Organisation are the same as in the previously submitted proposal

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# Budget

- Care should be taken when entering the data for the budget. Experts will not comment on the budget but will evaluate the planned duration of each element of the fellowship under the *Quality and efficiency of the implementation* criterion.

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# Part B of the Proposal

**NEW: For the 2016 call, applicants must submit Part B of their proposal as two separate documents:**

**Document 1:** must include the Start Page, the Table of Contents, the List of Participating Organisations and then Part B sections 1-3. **The maximum total length for this document is 13 pages.** The Start Page must consist of **1 whole page**. The Table of Contents as well must consist of **1 whole page**. The List of Participating Organisations **must consist of 1 whole page**. **Section 1 must start on page 4 of the document.** Of the **maximum 10 pages applied to sections 1, 2 and 3**, applicants are free to decide on the allocation of pages between the sections. However, the overall page limit will be strictly applied and applicants must keep the proposal within the limits. **Experts will be strictly instructed to disregard any excess pages above the 13 page limit. Such excess pages will be watermarked.**

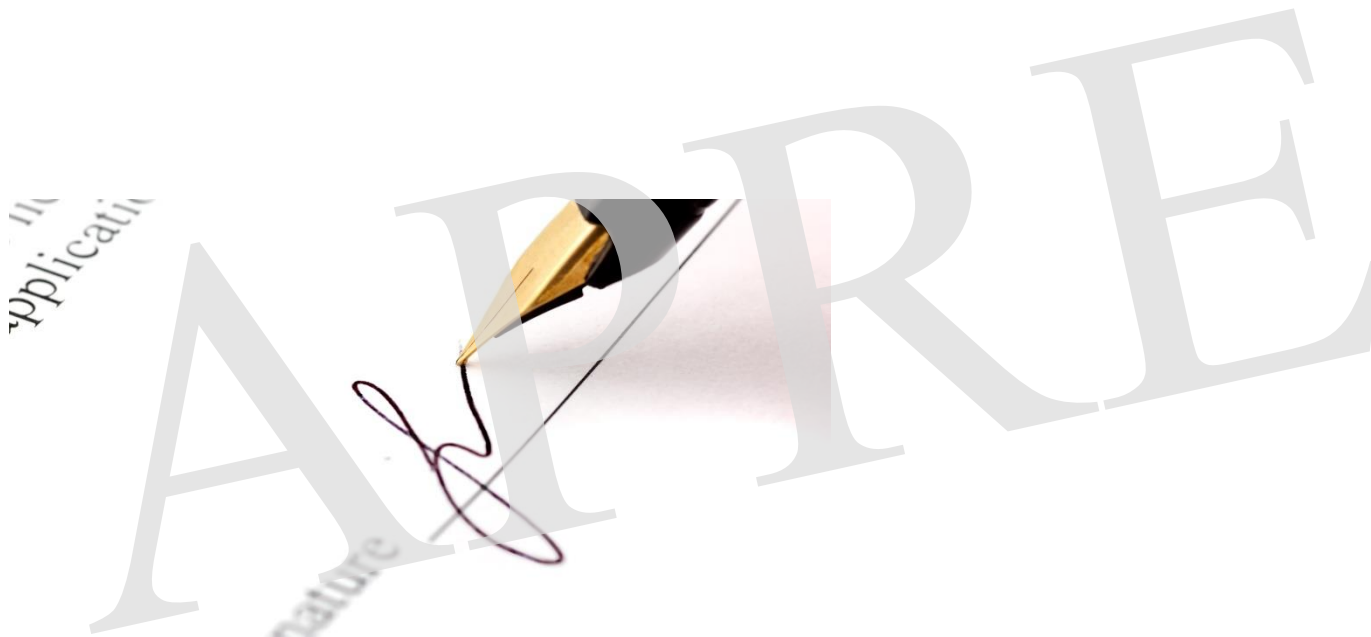
**Document 2:** must consist of Part B sections 4-7. No overall page limit will be applied to this document, but applicants should respect the instructions given per section (e.g. in section 5, a maximum of one page should be used per beneficiary and one page per partner organisation).

**Note that applicants will not be able to submit their proposals in the submission system unless both documents 1 and 2 are provided.**



# Letters of Commitment

These letters should be signed by the organisation's legal representative, or someone of equivalent authority. **Please note that no template for these letters is provided, as it would be impractical to do so.**



# Scientific Misconduct and Research Integrity

- Please note that **the issues of scientific misconduct and research integrity are taken very seriously**. In line with the Horizon 2020 Rules for Participation, appropriate action such as termination of the Grant Agreement Preparation phase or, if the Grant Agreement has been signed, implementation of liquidated damages and financial penalties, suspension of payments, recoveries and termination of the Grant Agreement, will be taken against any applicants/beneficiaries found to have misrepresented, fabricated or plagiarised any part of their proposal. The applicants will also be required to make a "declaration on honour" in Part A of the proposal.
- It is also expected that procedures for promoting research integrity and managing scientific misconduct will be addressed in the proposal. For example, applicants are encouraged to describe clear procedures for dealing with cases of misconduct (e.g. data fabrication, falsification, plagiarism, misuse of funds, double-funding, etc.) should they arise during action implementation.
- Principles of research integrity – as set out, for instance, in the European Code of Conduct for Research Integrity – will apply throughout all MSCA actions.<sup>21</sup>
- [\[21\] http://www.esf.org/fileadmin/Public\\_documents/Publications/Code\\_Conduct\\_ResearchIntegrity.pdf](http://www.esf.org/fileadmin/Public_documents/Publications/Code_Conduct_ResearchIntegrity.pdf)



*In drafting PART B of the proposal, applicants must follow the structure outlined below.*

**DOCUMENT 1 (13-PAGE LIMIT APPLIED)**

**START PAGE (1 page)**

**LIST OF PARTICIPATING ORGANISATIONS**

---

**START PAGE COUNT (MAX 10 PAGES SECTIONS 1-3)**

- 1. EXCELLENCE**
- 2. IMPACT**
- 3. QUALITY AND EFFICIENCY OF THE IMPLEMENTATION**

---

**STOP PAGE COUNT (MAX 10 PAGES SECTIONS 1-3)**

**DOCUMENT 2 (NO OVERALL PAGE LIMIT APPLIED)**

- 4. CV OF THE EXPERIENCED RESEARCHER**
- 5. CAPACITIES OF THE PARTICIPATING ORGANISATIONS**
- 6. ETHICAL ASPECTS**
- 7. LETTER OF COMMITMENT OF PARTNER ORGANISATION (GF ONLY)**

*Please note that:*

- Applicants must ensure that document 1 does not exceed the total page limit of 13 pages. The Start Page must consist of 1 whole page. The Table of Contents must consist of 1 whole page. The List of Participating Organisations must consist of 1 whole page. Section 1 must start on page 4 of the document. Expert evaluators will be instructed to disregard any excess pages above the 10 page limit. Such excess pages will be watermarked.*
- No reference to the outcome of previous evaluations of a similar proposal should be included in the text. Experts will be strictly instructed to disregard any such references.*

# Excellence

- 1.1 Quality and credibility of the research/innovation action (level of novelty, appropriate consideration of inter/multidisciplinary and **gender aspects**)
  - The gender dimension in the research content (if relevant)
  - The interdisciplinary aspects of the action (if relevant)

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# Excellence

- **1.2 Quality and appropriateness of the training and of the two way transfer of knowledge between the researcher and the host**
- Describe the training that will be offered.

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# Excellence

- 1.3 Quality of the supervision and **of the integration in the team/institution**

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# Excellence

- 1.4 Capacity of the researcher to reach or re-enforce a position of professional maturity/**independence**
- Describe **briefly** how the host will contribute to the advancement of the researcher's career.

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# Career development

2015



2016

1.3 Quality of the supervision and the hosting arrangements

1.4 Capacity of the researcher to reach or re-enforce a position of professional maturity/independence



# Career development

- Describe **briefly** how the host will contribute to the advancement of their career. In that context the following section of the European Charter for Researchers refers specifically to career development:

## Career development

- Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.
- Therefore a **Career Development Plan should not be included in the proposal**, but it is part of implementing the action in line with the European Charter for Researchers



# Impact

- **2.1 Enhancing the potential and future career prospects of the researcher**

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# Impact

- **2.2 Quality of the proposed measures to exploit and disseminate the action results**
- **2.3. Quality of the proposed measures to communicate the action activities to different target audiences**

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2015

Implementation



2016

Quality and Efficiency of the  
Implementation

# Quality and Efficiency of the Implementation

## 3.1 Coherence and effectiveness of the work plan

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# Quality and Efficiency of the Implementation

- **3.2. Appropriateness of the allocation of tasks and resources**
  - Describe how the work planning and the resources mobilised will ensure that the research and training objectives will be reached.
  - Explain why the amount of person-months are appropriate in relation to the activities proposed.

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# Quality and Efficiency of the Implementation

***Appropriateness of the management structure and procedures,  
including risk management :***

2015



2016

Project organisation and management structure, including the financial management strategy, as well as the progress monitoring mechanisms put in place;

Organisation and management structure, as well as the progress monitoring mechanisms put in place, **to ensure that objectives are reached;**

# Implementation

**3.4** *Competences, experience and complementarity of the participating organisations and institutional commitment*

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# Annex 6 – List of Descriptors

## Explanatory notice:

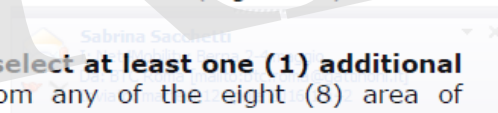
The standard European Fellowships and Global Fellowships will have a ranking list for each of these eight (8) areas. For the CAR, RI, and SE panels, one multidisciplinary ranking list for each will be created. The SE panel has its own earmarked budget of €10 million.

**In the electronic submission system (SEP) the applicants should choose the scientific area and descriptors (keywords) carefully since this will guide the REA in the selection of the most appropriate experts for the proposal evaluation. The number of descriptors will range from three (3) to five (5) as explained below. Applicants must:**

- 1) Select one of the 5 types of fellowship (EF-ST, EF-CAR, EF-RI, EF-SE, GF) for which their proposal is submitted.
- 2) Select the area of research (e.g.: CHE) in which the proposal best fits, in section 1 of the proposal submission forms. This should be considered as the core discipline of the proposal.
- 3) Within the most relevant sub-area of research (e.g.: C1-Synthetic Chemistry and Materials), **select the first descriptor** that best characterises the subject of the proposal (e.g. Colloid Chemistry).
- 4) **The second descriptor** that best characterises the subject of the proposal can be selected within the area of research (e.g.: CHE) that has been selected in step 2.
- 5) **Third descriptor:** it is mandatory **to select at least one (1) additional descriptor** which can be chosen from any of the eight (8) area of research.
- 6) If needed **you may add further two (2) additional descriptors** chosen freely.

**Please note that you should select the descriptors in order of importance, the first being the most important.**

**To help you select the most relevant area for your proposal, the following list provides a breakdown of each scientific area into a number of descriptors.**



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