



Horizon Europe Programme Guide for Applicants

Marie Skłodowska-Curie Actions - Co-funding of Regional, National and International Programmes (COFUND)

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Disclaimer: This guide aims to support potential applicants to the COFUND 2026 call. It is provided for information purposes only and is not intended to replace consultation of any applicable legal sources. Neither the European Commission nor the European Research Executive Agency (or any person acting on their behalf) can be held responsible for the use made of this guidance document. Note that the guidance provided in the Annotated Model Grant Agreement and in the HE MSCA Financial Guide shall prevail in case of discrepancies.



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History of Changes

Version	Date	Change
1.0	22/10/2025	Initial Version

Note:

National Contact Points (**NCPs**) have been set up across Europe and beyond by the national governments to provide information and personalised support to HE applicants in their native language. The mission of the NCPs is to raise awareness, inform and advise on HE funding opportunities as well as to support potential applicants in the *preparation, submission and follow-up* of the grant applications. For details on the NCP in your country please consult [the National Contact Points page](#).

1. MSCA COFUND – A FEW DEFINITIONS

Important Note:

All main definitions (not included in this guide) are available in the [MSCA part of the Work Programme](#). Links to other official documents (e.g. [Horizon Europe General Annexes of the Work Programme](#), [Horizon Europe Unit Model Grant Agreement](#), [Horizon Europe Programme Guide](#)) are provided in the [call page on the Funding and Tenders Portal](#).

Beneficiary is the sole signatory to the Grant Agreement, which receives the EU funding, claims costs, and takes complete responsibility for the proper implementation of the proposed programme. The Beneficiary must be a legal entity established in an EU Member State or HE Associated Country that funds or manages Doctoral or Postdoctoral Programmes for researchers.

Implementing Partners means third parties implementing the MSCA COFUND Doctoral or Postdoctoral Programmes by recruiting researchers. Implementing Partners can receive financial support from the Beneficiary.

Associated Partners are entities which participate in the action (e.g. providing training or secondments), but without the right to charge costs or claim contributions. Associated Partners may not employ the researchers under the action ⁽¹⁾.

Doctoral candidates hold a degree which qualifies them for enrolment in a doctoral programme and are not already in possession of a doctoral degree at the deadline of the co-funded programme's call.

Postdoctoral candidates are researchers in possession of a doctoral degree at the deadline of the co-funded programme's call.

Academic sector means public or private higher education establishments awarding academic degrees, public or private non-profit research organisations ⁽²⁾ and International European Research Organisations (IERO) ⁽³⁾.

⁽¹⁾ For COFUND Postdoctoral Programmes outgoing phase, this restriction does not apply. The associated partner hosting the outgoing phase can conclude an additional employment contract with the researcher to ensure adequate medical/social insurance in the outgoing country.

⁽²⁾ If requested by the granting authority, institutions with self-declared research organisations status must provide evidence that their main objective is to carry out research and/or technological development. An assessment will be made on the basis of indicators such as share of research budget, volume of scientific publications and/or registered patents.

⁽³⁾ 'International European Research Organisation' (IERO) means an international organisation, the majority of whose members are EU Member States or Horizon Europe Associated Countries, and whose principal objective is to promote scientific and technological cooperation in Europe (see Article 2(14) of the Regulation establishing Horizon Europe - the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination).

Non-academic sector means any socio-economic actor not included in the academic sector and fulfilling the requirements of the Horizon Europe (HE) Rules for Participation ⁽⁴⁾.

Gender equality plan: Having a gender equality plan is an eligibility criterion for public bodies, higher education establishments and research organisations from Member States and HE Associated Countries. Be aware that if the proposal is selected, having a gender equality plan will be necessary before the Grant Agreement signature; this requirement concerns legal entities applying as beneficiaries. [Please refer to the Horizon Europe guidance on gender equality plans.](#)

2. COFUND IN A NUTSHELL

Overview:

Programme	Doctoral	Postdoctoral
Minimum number of recruited researchers	3	3
Number of Beneficiaries ⁽⁵⁾	1	1
Number of Associated Partners	No restrictions	No restrictions
Number of Implementing Partners	No restrictions	No restrictions
Minimum duration of each individual fellowship	3 months	3 months
Maximum duration of the action	60 months	60 months
Eligible researchers	Researchers must be doctoral candidates, i.e. hold a degree which qualifies them for enrolment in a doctoral programme,	Researchers must be in possession of a doctoral degree at the deadline of the co-funded

⁽⁴⁾ Regulation (EU) 2021/695 of 28 April 2021 (OJEU 12.05.2021, L170, p.1).

⁽⁵⁾ COFUND Doctoral or Postdoctoral Programmes can be implemented by a sole Beneficiary or in conjunction with Associated and/or Implementing Partners.

	and not already in possession of a doctoral degree at the deadline of the co-funded programme's call (= to be implemented as part of the COFUND grant)	programme's call.
Composition of evaluators/selection committee	A good balance between experts related to the Beneficiary and independent experts from outside the partnership must be ensured in the pool of evaluators and in the selection committees.	A good balance between experts related to the Beneficiary and independent international experts from outside the partnership (based in other countries) must be ensured in the pool of evaluators and in the selection committees.

Participating Organisations			
Summary of Tasks			
Role in the Doctoral or Postdoctoral Programme	Recruitment of researchers	Training and/or hosting of seconded researchers	Directly claim unit costs
Beneficiary	Y	Y	Y
Implementing Partner	Y	Y	N
Associated Partner	N	Y	N

2.1 Structure of COFUND

The co-funding of regional, national and international programmes (COFUND) programme supports existing as well as new regional, national and international programmes that aim to strengthen the international, inter-

sectoral and interdisciplinary training, mobility and career development of doctoral and postdoctoral researchers spreading the best practices of the Marie Skłodowska-Curie Actions (MSCA).

Those co-funded programmes must follow MSCA's good practice in terms of international recruitment and minimum standard of employment for the recruited fellows as described in the [European Charter for Researchers](#)⁽⁶⁾. The impact on the enhancement of human resources in research and innovation at regional, national or international level should be demonstrated by the proposed HR practices.

Proposed programmes can cover any research disciplines ("bottom-up"), but exceptionally can also focus on specific disciplines, notably when they are based on national or regional Research and Innovation Strategies for Smart Specialisation (RIS3 strategies). Funding synergies with Cohesion policy funds and the Recovery and Resilience Facility (RRF) are strongly encouraged⁽⁷⁾.

The selection procedure for doctoral and postdoctoral candidates must be open, transparent, merit-based, impartial and equitable as set out in the [European Charter for Researchers](#)⁽⁸⁾. The vacancy notice (to be widely advertised, including on the [EURAXESS](#) website) must mention if the published rates include all employer's and employee's taxes and contributions. If possible, the gross salary (net salary + employee's taxes and contributions) should be published⁽⁹⁾.

Researchers who are already permanently employed by the organisation hosting them cannot be funded by COFUND.

All projects are encouraged to address the principles of the updated MSCA Green Charter⁽¹⁰⁾ and implement measures to minimise the environmental footprint of their activities.

⁽⁶⁾ The new European Charter for Researchers which also integrates the Code of Conduct for the Recruitment of Researchers was published in December 2023, as [Annex II to the Council Recommendation of 18 December 2023 on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe](#).

⁽⁷⁾ The Recovery and Resilience Facility supports reforms and investments undertaken by Member States. The aim is to mitigate the economic and social impact of the coronavirus pandemic and make European economies and societies more sustainable, resilient and better prepared for the challenges and opportunities of the green and digital transitions [Recovery and Resilience Facility | European Commission \(europa.eu\)](#)

⁽⁸⁾ Previously this was included in the [Code of Conduct for the Recruitment of Researchers](#) but it has been integrated in the updated European Charter for Researchers dating to December 2023, published as [Annex II to the Council Recommendation of 18 December 2023 on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe](#).

⁽⁹⁾ The following FAQ link further clarifies the matter: [EU Funding & Tenders Portal \(europa.eu\)](#)

⁽¹⁰⁾ [MSCA Green Charter - Marie Skłodowska-Curie Actions](#). While the MSCA Green Charter is non-binding, funded projects are strongly encouraged to take into account the principles it sets out.

2.1.1 Doctoral Programmes

Doctoral Programmes supported by COFUND offer research training activities to allow doctoral candidates to develop and broaden their skills and competences. They will lead to the award of a doctoral degree in at least one EU Member State or Horizon Europe Associated Country. The training activities should be based on the [EU Principles on Innovative Doctoral Training](#).

Substantial training modules, including digital ones, addressing key transferable skills and competences common to all fields, including digital ones (e.g. generative AI) and fostering the culture of Open Science, innovation and entrepreneurship will be supported. They will include, *inter alia*, training on the use of collaborative tools, opening access to publications and to research data, FAIR data management, public engagement and citizen science.

On top of compulsory international mobility, applicants are encouraged to include elements of cross-sectoral mobility and interdisciplinarity into their programmes. Moreover, they **must provide for call(s)**, which would allow the researchers to propose their own project or to choose among research projects proposed to them. Collaboration with a wider set of partners, including from the non-academic sector, will be positively considered during the evaluation. These organisations may provide hosting or secondment opportunities or training modules in research or transferable skills.

Typically, researchers are recruited and/or seconded within the partnership mentioned in the proposal. However, with the REA project officer's prior approval, it may be possible to add more Associated or Implementing Partners during project execution. Particular attention is paid to the quality of supervision ⁽¹¹⁾ and mentoring arrangements as well as career guidance.

2.1.2 Postdoctoral Programmes

Postdoctoral Programmes supported by COFUND fund individual advanced research training and career development fellowships for postdoctoral researchers. The programmes should offer training to develop key transferable skills and competences common to all fields, foster innovation and entrepreneurship and promote and (where appropriate) reward Open Science practices (open access to publications and to research data, FAIR data management, public engagement and citizen science, etc.).

On top of compulsory international mobility, applicants are encouraged to include elements of cross-sectoral mobility and interdisciplinarity into their programmes. Researchers are expected to write their own proposals and choose their host institution.

⁽¹¹⁾ Please refer to [MSCA Guidelines on Supervision | Marie Skłodowska-Curie Actions \(europa.eu\)](#)

Researchers will be able to freely choose a research topic fitting their individual needs. Typically, researchers are recruited and/or seconded within the partnership mentioned in the proposal. However, with the REA project officer's prior approval, it may be possible to add more Associated or Implementing Partners during project execution.

Postdoctoral Programmes under COFUND will not support "recruitment schemes" to fill regular research vacancies.

2.2 Application and overall EU contribution per Grant Agreement

Each application can only cover one of the two types of programmes. If applicants wish to apply for both a Doctoral and a Postdoctoral Programme, or more than one Doctoral or Postdoctoral Programmes, then separate applications must be prepared and submitted, bearing in mind that a Beneficiary can only receive a maximum EU contribution of EUR 10 million per call. If an applicant submits two or more successful applications totalling more than EUR 10 million within one call, the applicant will be required to decide which of these proposals to implement at the GAP (Grant Agreement Preparation) phase.

2.3 Participating organisations

Participating organisations in COFUND are legal entities that fund or manage Doctoral or Postdoctoral Programmes for researchers, or that recruit, supervise, host or train researchers. Participating organisations (Beneficiary and both Implementing/Associated Partners) can be from the academic sector or the non-academic sector:

2.3.1 The Beneficiary

COFUND is a mono-beneficiary action. Only one legal entity established in an EU Member State or Horizon Europe Associated Country can apply as Beneficiary to the COFUND scheme through the Funding and Tenders Portal.

An International European Research Organisation' (IERO) ⁽¹²⁾ is eligible to apply for COFUND and receive funding, including if it is established in a

⁽¹²⁾ IERO means an international organisation, the majority of whose members are EU Member States or Horizon Europe Associated Countries, and whose principal objective is to promote scientific and technological cooperation in Europe (see Article 2(14) of the Regulation establishing Horizon Europe - the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination).

country which is neither an EU Member State nor a Horizon Europe Associated Country.

2.3.2 Partners

The Beneficiary may fund, recruit, supervise, host or train the researchers, either on its own or in conjunction with Implementing and Associated Partners. Both types of Partners (Implementing and Associated) must be included in the overview of all the identified Associated and Implementing Partners provided in Table 5.1 in Part B2 of the proposal.

If the Implementing and/or Associated Partners are not known at the time of application, these may be added during the lifetime of the project for both Doctoral and Postdoctoral schemes, with the REA project officer's prior approval.

- **Implementing Partners**

Implementing Partners are legal entities that can receive financial support from the Beneficiary and implement the MSCA COFUND Doctoral or Postdoctoral Programme. Implementing Partners are not signatories of the Grant Agreement. Therefore, they cannot claim costs of the programme directly from the European Research Executive Agency (REA).

Implementing Partners can employ researchers. Implementing Partners that recruit researchers in the context of a Doctoral or Postdoctoral Programme must be established in an EU Member State, the Overseas Countries and Territories (OCTs) linked to the Member States, HE Associated Country, or low- and middle-income Third Countries included in the list of countries eligible for funding provided in the [Horizon Europe Programme Guide](#) ⁽¹³⁾.

Implementing Partners known at the proposal stage must be listed in section 5 of the Part B2.

- **Associated Partners**

Associated Partners are entities which participate in the action (e.g. providing training or secondments), but without the right to charge costs or claim contributions. They contribute to the implementation of the action, but do not sign the Grant Agreement. Associated Partners may not employ the researchers under the action ⁽¹⁴⁾.

⁽¹³⁾ https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/guidance/programme-guide_horizon_en.pdf

⁽¹⁴⁾ For COFUND Postdoctoral Programmes outgoing phase, this restriction does not apply. The associated partner hosting the outgoing phase can conclude an additional employment contract with the researcher to ensure adequate medical/social insurance in the outgoing country.

Associated Partners can be established anywhere in the world and can be from any sectors.

Associated Partners known at the proposal stage must be included under the participants section in the Part A of the proposal as well as in Part B2 (section 5).

2.4 Partnership Agreement

If the proposal is funded, and partners are involved, the signature of a partnership agreement between the Beneficiary and all partners is strongly recommended to regulate the internal relationship between all participating organisations. The partnership agreement must comply with the obligations laid down in the Grant Agreement.

2.5 Letters of Commitment

Please note:

No letters of commitment are required at the evaluation stage for any partner (Associated or Implementing).

If the proposal is shortlisted for funding, **Implementing Partners identified in the proposal will be asked to provide a letter of commitment to ensure their active participation in the action before the grant signature. Without the provision of the required letters of commitment the participation of the Implementing Partner will not be taken into account.**

Associated Partners are not required to provide a letter of commitment however they must be included under the participants section in the Part A of the proposal as well as in Part B2 (section 5).

3 ELIGIBILITY AND SUPPORTED RESEARCHERS

In each COFUND action, a minimum of three researchers must be recruited. **COFUND proposals proposing research training for less than three researchers will be deemed ineligible.**

Recruited researchers can be of any nationality and **must comply with the following mobility rule ⁽¹⁵⁾**: they must not have resided or carried out

⁽¹⁵⁾ Any deviation from the MSCA mobility rule will be penalised during the evaluation. An exception has been made for researchers who, at the date of their recruitment date have refugee status under the Geneva Convention, or benefit from the EU temporary protection.

their main activity ⁽¹⁶⁾ (work, studies, etc.) in the country of the recruiting Beneficiary or Implementing Partner for **more than 12 months in the 36 months immediately before the deadline of the co-funded programme's call (= to be implemented as part of the COFUND grant)**.

3.1 Doctoral Programmes

Researchers must be doctoral candidates, i.e. hold a degree which qualifies them for enrolment in a doctoral programme and not be already in possession of a doctoral degree at the deadline of the co-funded programme's call. Researchers who have successfully defended their doctoral thesis but who have not yet formally been awarded the doctoral degree will NOT be considered eligible. Researchers must be enrolled in a Doctoral Programme leading to the award of a doctoral degree in at least one EU Member State or Horizon Europe Associated Country.

3.2 Postdoctoral Programmes

Researchers must be in possession of a doctoral degree at the deadline of the co-funded programme's call. Researchers who have successfully defended their doctoral thesis but who have not yet formally been awarded the doctoral degree will also be considered as postdoctoral researchers and will be considered eligible to apply. A medical doctor degree ⁽¹⁷⁾ will be accepted only when it corresponds to a doctoral degree or if the researcher can demonstrate their appointment in a position that requires doctoral equivalency (e.g. professorship appointment).

4 DURATION OF THE ACTION

The maximum duration of the action must be 60 months from the starting date set out in the Grant Agreement, however shorter programmes are possible depending on the specificity of the proposed training. Normally, the duration of the programmes varies between 36 and 60 months from the starting date specified in the Grant Agreement.

The minimum duration of each fellowship (on the basis of full-time employment) must be 3 months.

⁽¹⁶⁾ Country of the main activity: the country where the researcher is physically based when carrying out the main activity and the country of the institution for which the main activity is performed (e.g., employer).

⁽¹⁷⁾ Medical doctor degrees corresponding to basic medical training as defined in Annex V of Directive 2005/36/EC will not be considered a doctoral degree.

- **Doctoral Programmes:**

The fellow must be employed for the duration of the researchers' individual fellowship.

- **Postdoctoral Programmes:**

The typical duration of the researchers' individual fellowships varies from 12 to 36 months.

5 SECONDMENTS

Secondments of the researcher to other partners are encouraged, but should be relevant, feasible and beneficial for the researchers, and in line with the project objectives. They are an integral part of the proposal and must be described in the proposal.

The normal practice during secondments is for the recruited researchers to keep their contract with the sending institution, which also pays their travel and subsistence expenses (e.g. accommodation, visa, residency card). During their secondment, researchers receive supervision and training at the premises of the Beneficiary or of the Associated/Implementing Partners. The premises of these institutions must be independent from each other and therefore the secondment must involve physical mobility of the fellow, with specific supervision arrangements. Secondments should be differentiated from short visits, i.e. of a few days.

The duration of the secondments should be limited to a maximum of half of the actual months spent implementing the research training activities under the action or, if applicable, of the duration of the outgoing phase for Postdoctoral Programmes where the main part of the research training activity does not take place in an EU Member State or a Horizon Europe Associated Country.

6 RED FLAGS ⁽¹⁸⁾ IN THE EVALUATION, SELECTION AND RECRUITMENT OF RESEARCHERS

6.1 Composition of evaluation, selection and recruitment committees

6.1.1 Doctoral Programmes

The call planning (timing and number of calls) should be clearly explained in Part B of the proposal. This plan will become contractually binding for successful proposals and researchers can only be appointed through a call.

Independent evaluators, from outside the partnership, with no conflict of interest, must be involved at all stages of the evaluation process in the evaluation of each submitted application. The members must have an adequate gender balance and relevant expertise and experience to assess the candidates.

A good balance between experts related to the Beneficiary and independent experts from outside the partnership must be ensured in the pool of evaluators and in the selection committees.

6.1.2 Postdoctoral Programmes

Postdoctoral Programmes ***can have a single call or in the case of several calls*** they should have regular selection rounds following fixed deadlines or regular cut-off dates, allowing fair competition between applying researchers.

The call planning (timing and number of calls) should be clearly explained in Part B of the proposal.

There must be substantial involvement of independent evaluators based in other countries, with no conflict of interest, for each submitted application, and at all stages of the evaluation process. Selection of the postdoctoral candidates will be done by the selection committees, whose members include international independent experts from outside partnership. Moreover, the members must have an adequate gender balance and possess the relevant expertise and experience to assess the candidates.

⁽¹⁸⁾ RED FLAGS must be fully respected; non-compliance with any of them will lead to penalisation during the evaluation.

A good balance between experts related to the Beneficiary and independent international experts from outside the partnership (based in other countries) must be ensured in the pool of evaluators and in the selection committees.

6.2 The role of supervisors in the evaluation, selection and recruitment of researchers

Applicants may contact a supervisor during the application process; however, any implication or act of preselection must be strictly avoided.

The rationale for any contact with the supervisor should be clearly delineated, such as for the purpose of obtaining scientific advice, discussing the proposed research, or gathering information about available expertise or infrastructure.

Supervisors must not participate in the drafting of the proposal, nor should any form of approval, whether from the proposed supervisor or host organization, be mandated as part of the submission process.

Therefore, supervisors **must have no role at all** in the selection/recruitment process or decision making.

Applicants, in their proposals to the MSCA COFUND call, should provide assurance that there will be no conflict of interest and no preselection in the proposed COFUND training programme's selection/recruitment process.

6.3 Underpayment of fellows

Applicants must specify in their proposal (both in Part A and Part B) the total cost of their proposed programme and in particular the amounts that will be provided for the benefit of the researchers and for the organisation(s) that will implement the programme. This information will be needed to evaluate the adequateness of employment and working conditions of the researchers. The monthly gross remuneration, i.e. salaries, social security contributions, taxes and other costs or compulsory deductions under national legislation linked to in the remuneration, and the mobility costs for the benefit of the researchers must be:

- For researchers recruited under an employment contract: not lower than EUR 3500 (for doctoral candidates) and EUR 4980 (for postdoctoral researchers);
- For researchers recruited under a fixed-amount fellowship: not lower than EUR 1750 (for doctoral candidates) and EUR 2490 (for postdoctoral researchers).

Compliance with the above minimum criteria should be clearly demonstrated by the applicants in Table 1.1 of Part B.

6.4 Use of generative AI in the co-funded programmes

The effective evaluation/assessment/selection of proposals (by the co-funded programmes) **cannot be** delegated to AI tools; programmes must set up evaluation/selection committees composed of independent experts to perform this task.

7 INSTRUCTIONS FOR COMPLETING PART A AND B OF THE PROPOSAL

Applications must be complete and contain all parts and supporting documents. Applicants must fill in the submission forms online that will become Part A of the proposal and upload Parts B1 and B2.

A proposal will then consist of an administrative part (**Part A**, filled in online via the submission forms) and a narrative **Part B** composed of two separate PDF files (Part B1 and Part B2), which must be uploaded as separate PDF files:

1. **Part B1**, containing a maximum of 34 (thirty-four) A4-sized pages. Any excess pages (i.e. numerical page 35 and beyond) will not be available to the evaluators;
2. **Part B2**, with no strict page limit for A4-sized pages but applicants should respect the instructions given per section.

Associated Partners known at the proposal stage must be included under the participants section in the part A of the proposal as well as in the relevant section in the Part B2 (section 5).

In Part A, it is not required for the Beneficiary or the Associated Partners to fill in the following sections: researchers involved in the proposal; the list of up to five publications or significant infrastructure. The list of previous projects should be filled in only if applicable.

Information related to Implementing Partner organisations (if known) should be described in relevant sections of Part B2 (Section 5) including information related to their role, significant infrastructure and equipment and previous and current involvement in research and training programmes.

The MSCA COFUND proposal template (Part B1 and Part B2) can be downloaded from the [call page on the EU Funding and Tenders Portal](#) and the

[REA website](#). All instructions for completing Part B1 and B2 of the proposal as well as requirements with regard to the minimum font/margin sizes allowed are embedded in the [template](#), which must be strictly respected by all applicants.

These instructions must be removed before proposal submission. A clean version is also available at the end of the template.

We strongly encourage you to submit your proposal as soon as possible. It remains possible to reopen, edit and resubmit your proposal as many times as required before the call deadline.

To streamline the quality and form of evaluation reports, REA has put in place an 'Evaluation Grid' for experts to use as a reference tool when assessing the submitted proposals. The 'Evaluation Grid' is attached to this Guide for Applicants.

		Qualitative assessment						Notes for Individual Evaluation Report (IER) and Consensus Meeting (CM)					
		Fail	Poor	Fair	Good	Very good	Excellent						
EXCELLENCE													
Quality and pertinence of the programme's research and innovation objectives (and the extent to which they are ambitious, and go beyond the state of the art)	1												
1.1													
Are the research and innovation objectives of the proposed programme clearly presented in the proposal?	1.1.1												
Quality and novelty of the selection / recruitment process for the researchers (transparency, composition and organisation of selection committees, evaluation criteria, equal opportunities, the gender dimension and other diversity aspects) and quality and attractiveness of the appointment conditions, including competitiveness of the salary for the standards of the hosting countries.	1.2												
1.2.1													
Is the quality and novelty of the selection & recruitment process properly demonstrated in terms of transparency of the process, evaluation criteria, equal opportunities in the widest sense, gender dimension and any other diversity aspects?	1.2.1												
Doctoral programmes: are independent evaluators from outside the partnership, with no conflict of interest, involved at all stages of the evaluation process? Is there a good balance between experts related to the Beneficiary and independent experts from outside the partnership in the selection committees?													
Postdoctoral programmes: are independent evaluators based in other countries, with no conflict of interest, involved at all stages of the evaluation process? Is there a good balance between experts related to the Beneficiary and independent international experts from outside the partnership (based in other countries) in the selection committees?	1.2.2												
Is it planned to have the vacancy notice widely advertised internationally, including on the EURAXESS website?	1.2.3												
Is the MSCA mobility rule fully complied with in the proposed programme?	1.2.4												
Is the involvement of supervisors limited to scientific advice in the selection&recruitment process? Is it demonstrated that supervisors are not involved in drafting of research proposals and/or pre-selecting/approving candidates? In general, is the selection/recruitment process free from any form of pre-selection of candidates?	1.2.5												
Are the appointment conditions attractive/competitive - in particular compared to the national/regional/sectoral standards?	1.2.6												
Is the monthly gross remuneration + mobility costs at least EUR 4980/3500 in case of employment contract; in case of fixed-amount fellowship: EUR 2490/1750?- To be verified in Table1.1 in Part B1.	1.2.7												
Quality and novelty of the research options offered by the programme in terms of science, interdisciplinarity, inter-sectorality and level of international mobility. Quality of open science practices.	1.3												
Are the research options on offer innovative and of high quality in terms of R&I, interdisciplinary/inter-sectorial/international mobility? Is there a sufficient choice of research topics among which the fellow can select a research topic; and is there a sufficient level of freedom guaranteed to the fellows for drafting their research project?	1.3.1												
Do the proposed open science practices form an integral part of the proposed methodology?	1.3.2												
Is research data management, and the management of other research outputs properly explained?	1.3.3												
Quality, novelty and pertinence of the research training programme (including transferable skills, inter/multidisciplinary, inter-sectoral and gender as well as other diversity aspects)	1.4												
Is the proposed training programme (including secondments if applicable) encompassing, innovative and of high quality?	1.4.1												
Does the training program cover inter/multidisciplinary; inter-sectoral; gender and other diversity aspects?	1.4.2												
If applicable, is the non-academic sector involved in the training programme(s)?	1.4.3												
Quality, novelty and pertinence of the supervision, career guidance and career development arrangements	1.5												
Are the supervision/career guidance and development measures innovative, sound, fit for purpose and of high quality/potential?	1.5.1												
Is it foreseen that a Career Development Plan will be jointly developed by the supervisor and the fellow?	1.5.2												
Is the quality and experience of supervisors described, as well as how progress of the fellows will be monitored and their career development promoted?	1.5.3												
IMPACT													
2													
Strengthening human resources good practices at institutional, regional, national, or international level, in particular through aligning the practices of participating organisations with the principles set out by the EU for human resources development in research and innovation	2.1												
Is there a clear potential in the project to improve HR practices (selection &recruitment) on institutional, or regional, or national or international level by incorporating the EU principles for HR development in R&I?	2.1.1												
Credibility of the proposed measures to enhance the career perspectives and employability of researchers and contribution to their skills development	2.2												
Does the programme present a clear perspective for the recruited researchers to develop their skills and increase their chances of finding an appropriate job?	2.2.1												
Suitability and quality of the measures to maximise the expected outcomes and impacts, as set out in the dissemination and exploitation plan, including communication activities	2.3												
Are the measures proposed for dissemination/exploitation and communication efficient, sound and innovative?	2.3.1												
QUALITY AND EFFICIENCY OF THE IMPLEMENTATION													
3													
Quality and effectiveness of the work plan, management structures, assessment of risks and appropriateness of the effort assigned to work packages	3.1												
Is the proposed work plan (WPs, deliverables, timeline/milestones) and associated management structure sound/fit for purpose?	3.1.1												
Are the risks identified credible, and the proposed mitigation measures sound?	3.1.2												
Quality and capacity of the host institution(s) and participating organisations (where appropriate), including hosting arrangements and extent to which they bring together the necessary expertise to successfully implement the research training programme	3.2												
Do the host institution(s) and participating organisations have the appropriate infrastructure in line with the tasks allocated to them in the research training programme? How is the quality of the proposed hosting arrangements?	3.2.1												
Are the roles/responsabilities of (other)participating organisations clearly explained; including their contributions/complementarity to the successful implementation of the programme?	3.2.2												