

Postdoctoral Fellowship Handbook Call 2025

NETWORK OF THE NATIONAL CONTACT POINTS FOR THE MARIE SKŁODOWSKA-CURIE ACTIONS

Task 3.1	Handbooks and Submission Guides
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Table of contents

Disclaimer	2
How to use the handbook	2
MSCA Postdoctoral Fellowship Essentials	3
Key tips for proposal template and layout	6
Common mistakes in PF Proposal Submission	9
Additional Definitions and Key Aspects	10
Abstract	15
1. Excellence	16
2. Impact	27
3. Quality and Efficiency of the Implementation	36
Part B2 (no overall page limit applied)	41
4. CV of the researcher (indicative length: 5 pages)	41
5. Capacity of the Participating Organisations	43
6. Additional ethics information	44
7. Additional information on security screening	45
8. Environmental considerations: MSCA Green Charter	45
9. Letter of commitment from the associated partner	46

Disclaimer

This Handbook is an UNOFFICIAL document prepared by RADIANCE, the EU-funded project of National Contact Points (NCP) for the Marie Skłodowska-Curie Actions (MSCA). It is the continuation of the MSCA Handbooks prepared within the MSCA-NET by the Croatian Agency for Mobility and EU Programmes.

The information contained in this document is intended to assist and support, in an unofficial and practical way, anyone submitting a proposal to the MSCA Postdoctoral Fellowship Call 2025 with the deadline **10 September 2025**. This document is not, by any means, a substitute for official documents published by the European Commission, which in all cases must be considered as binding. As such, this document is to be used in addition to the official call documents: *MSCA Work Programme 2023-2025*, *Guide for Applicants for Postdoctoral Fellowship 2025*, and *official FAQs* prepared by the Research Executive Agency (REA).

This document may not be considered as deriving from and/or representing the views and policies of the European Commission and the REA. Likewise, it may not be considered as a document deriving from and/or representing the views and policies of the entities which are beneficiaries of the RADIANCE project.

Please note that this document is susceptible to data corruption, unauthorized amendment and interception by unauthorized third parties for which we accept no liability.

For the purpose of the Handbook, Version 7.0. of the MSCA PF Proposal template is used (dated April 9th 2025).

It is the **responsibility of the applicant to remain aware of any updates and to use the latest version of the official call documents** should these be published after the publication of this document.

This Handbook may not be reproduced or sections thereof re-used without explicit permission from the author, German Aerospace Center (DLR).

Acknowledgements

We thank our NCP colleagues and RADIANCE project task members from Croatia, Iceland and Türkiye, external Experts/ Scientists who acted as Evaluators for their valuable insights, as well as the EC/ REA Staff, for valuable feedback.

How to use the handbook

This handbook should be used in conjunction with the *MSCA Work Programme 2023 - 2025*, *Guide for Applicants*, *official FAQs* and proposal templates downloaded from the call webpage on the *Funding & Tender Opportunities Portal*. Please note that the information in this handbook complements the information contained in the template for Part B of the proposal.

- ✓ Information from the original Part B template (including official footnotes) is written in black Times New Roman font and *Italic format*.
- ✓ Additional suggestions & information (including footnotes) for each section of the proposal (part B1 and B2) are written in blue and Arial font.
- ✓ Tables with the strengths and weaknesses of each sub criterion detail evaluators' comments from Evaluation Summary Reports (ESRs).

MSCA Postdoctoral Fellowship Essentials

Before you begin preparing your proposal, please ensure you are aware of the following facts and comply with the requested requirements:

MSCA PF DEADLINE

- 10th September 2025, 17:00 Brussels time
- You can submit your application at any time before the deadline while the call is open, however we strongly encourage you to submit your proposal as soon as possible and avoid submitting your application at the last minute. Once submitted you can reopen, edit and resubmit your proposal as many times as required before the call deadline. Only the last submitted version of the proposal will be evaluated.

MOBILITY REQUIREMENTS

- Recruited researchers must comply with the following mobility rule: they must not have resided or carried out their main activity (work, studies, etc.) in the country of the beneficiary (for European Postdoctoral Fellowships), or the country of the associated partner hosting the outgoing phase (for Global Postdoctoral Fellowships) for more than 12 months in the 36 months immediately before the call deadline.
- This year's mobility eligibility window is from 11th September 2022 until 10th September 2025.

RESEARCHER REQUIREMENTS

- The researcher must be in possession of a doctoral degree or have successfully unconditionally defended their doctoral thesis before the call deadline.
- For European Fellowships, the researcher can be of any nationality. For EURATOM proposals additional eligibility conditions apply.
- For Global Fellowships, the researcher must be a national or long-term resident¹ of a European Member State (MS) or HE Associated Country (AC).

RESEARCH EXPERIENCE

- Maximum 8 years (full-time equivalent) research experience from the date of award² of the (first) doctoral degree.
- Time spent on the following can be deducted from the calculation of full-time research experience:
 - maternity leave,
 - parental leave,
 - compulsory national service,
 - not working in research;
 - doing research in a non-associated TC (for MS /AC nationals and long-term residents reintegrating into Europe via the European Fellowship);
 - long term sick leave
- More detailed information is available in the [Guide for Applicants](#), in the [Guidelines on the calculation of 8 years research experience in PF](#) and via the [PF Self-assessment tool for the calculation of the 8 years research experience](#).

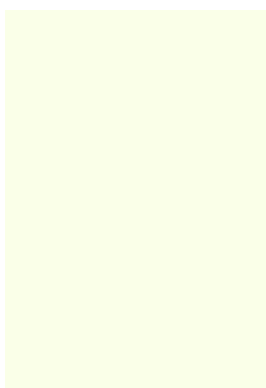
¹ Definition of the long-term resident is available in the MSCA Work Programme 2023-2025 (page 131).

² Applicants 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.

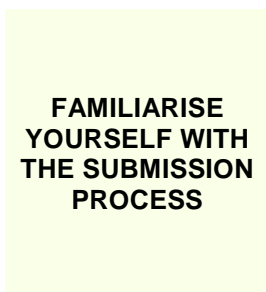
<p>RESUBMISSION</p>	<p>Proposals involving the same beneficiary (and same outgoing host in the case of GF) and researcher submitted to the previous year's call (2024) of the MSCA Postdoctoral Fellowships and having received a score of less than 70% must NOT be resubmitted to the 2025 call.</p> <p>This means, for example, that a researcher can resubmit a European Fellowship proposal with a different host organisation or can resubmit a Global Fellowship proposal with either a different recruiting organisation or outgoing host.</p> <p>Applicants who scored over 70%, as well as applicants that were rejected as either ineligible or inadmissible under the 2024 Postdoctoral Fellowship call, can re-submit a proposal as long as they meet all other eligibility criteria.</p> <p>If you are going to re-submit a proposal you need to indicate re-submission in Part A of the current proposal, including the previously submitted proposal reference number.</p>
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Upon fulfilling requirements for the 2025 call, make sure you have completed the preparations regarding the following:

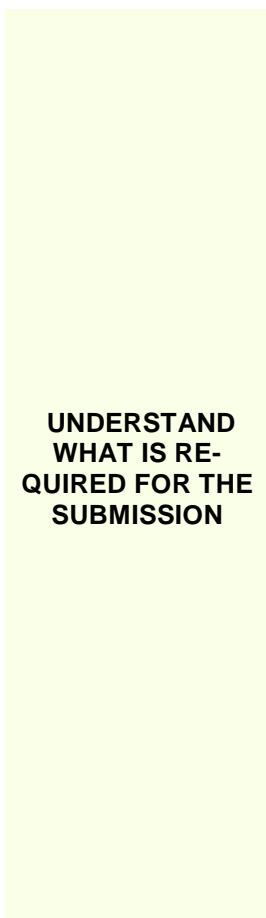
<p>SUPERVISOR</p>	<ul style="list-style-type: none"> You must have a designated supervisor employed at the host organisation and secured their agreement to supervise your project and host you. The supervisor should also contribute actively to the preparation and submission of the proposal and offer advice and guidance!
<p>HOST ORGANISATION</p>	<ul style="list-style-type: none"> You have checked the internal requirements of your host organisation and any possible internal support they can provide for proposal preparation. For example, there may be a Research Office in the host organisation which could support you with your proposal. Many host organisations, in addition to ensuring compliance with the admissibility and eligibility criteria, require that their responsible office/unit/service for EU grants also reviews the proposal in advance of submission and may have internal deadlines as a result.
<p>REQUIRED DOCUMENTS</p>	<ul style="list-style-type: none"> ✓ <u>You have read all required documents that contain the rules and conditions for the call, the template for project proposals as well frequently asked questions (FAQs)</u> ✓ <u>Postdoctoral Fellowships Guide for Applicants 2025</u> ✓ <u>MSCA Work Programme 2023 - 2025</u> ✓ <u>Specific FAQs for Postdoctoral Fellowships call</u> ✓ <u>RADIANCE Q&A Blog</u> ✓ <u>Proposal template and how to fill it in</u>
<p>RADIANCE Policy Briefs</p>	<p>The Policy Briefs, originally produced as part of the former NCP network project "MSCA-NET" (2022-2025), continue to serve as valuable resources under the current RADIANCE project. These briefs are designed to provide a short but comprehensive overview of the European policy objectives and how these feed into shaping Horizon Europe (HE). They aim to help researchers and organisations better understand the policy objectives in the context of Marie Skłodowska-Curie Actions.</p>



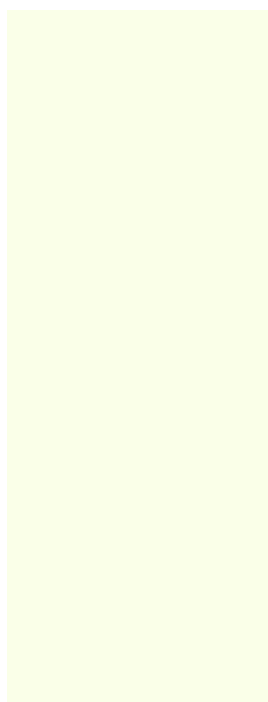
- Available Policy Briefs are:
 - [Open Science](#)
 - [Missions in HE](#)
 - [Gender](#)
 - [Green Deal](#)
 - [Synergies](#)
 - [Supervision](#)
 - [Charter for Researchers Policy Brief](#)
 - [Widening](#)
 - [Artificial Intelligence](#)
 - [Ethics](#)



- It is recommended to discuss with your host organization or supervisor what their preferred practice is in terms of submission of the proposal.
- The proposal must be submitted on the Funding & Tender Opportunities Portal using the host organisation's PIC number.
- You, as an applicant, can be listed as main contact in order to have access to the submission.
- Proposal templates (Part B) can be downloaded once submission has been started and a proposal profile is created on the Funding & Tender Opportunities Portal.



- **Administrative forms (Part A)**
Part A constitutes an integral part of your proposal; it is the part of the proposal where you will be asked for certain administrative details that will be used in the evaluation and further processing of your proposal. For more information, please refer to the [Standard application form \(HE MSCA PF\)](#) (pages 1- 24).
- Note that Part A, requires you to list up to 5 publications and relevant previous projects - this should be completed for the host organisation/departments/supervisor and should align also with the content in Part B-2, Capacity of the Participating Organisations. The publications for the researcher can be added to the researcher's CV in Part B2.
- Narrative Part B is composed of two separate PDF files (Part B1 and Part B2), which must be uploaded as separate PDF files:
 - Part B1**, containing a maximum of 10 (ten) A4-sized pages.
 - Any excess pages (i.e., numerical page 11 and beyond) will not be available to the evaluators.
 - Part B1 is the core part of the proposal; it should contain the details of the proposed research according to the evaluation criteria:
 - Section 1. Excellence
 - Section 2. Impact
 - Section 3. Implementation
 - Part B2**, with no strict page limit for A4-sized pages containing:
 - Section 4. CV of the experienced researcher (5 pages). Make sure that the information in the CV is consistent with the information in Part A (e.g. date of doctorate award, place of residence, employment, experience in research etc)
 - Section 5. Capacities of the participating organisations (1 page for the overview and for the beneficiary, this table should be maximum



- 1 page in length; for each associated partner, the table should be maximum ½ page in length)
- Section 6. Additional ethics information
- Section 7. Additional information on security screening
- Section 8. Environmental considerations in light of the MSCA Green Charter
- Section 9. Required for Global Fellowships only: Letter of commitment from the associated partner hosting the of outgoing phase.
- When considering the use of generative artificial intelligence (AI) tools for the preparation of the proposal, have in mind you are fully responsible for the content of the proposal (even those parts produced by the AI tool) and must be transparent in disclosing which AI tools were used and how they were utilized. **Text explaining the use of generative AI in the preparation of the proposal should be included at the end of part B2.** More information is available in the [official FAQ](#).

All sections of the proposal will be included in the evaluation. Applicants will **NOT** be able to submit their proposal in the submission system unless both parts 1 and 2 are provided in PDF format (Adobe version 3 or higher, with embedded fonts).

NCP SUPPORT

- You can contact your MSCA National Contact Point via <https://horizon-neuropencportal.eu/ncp-networks/msca/find-your-ncp?country-type=MS&order=country>

Key tips for proposal template and layout

The following information is important to familiarise yourself with as it will make the review process for the evaluator easier.

1. General points

- ✓ **Acronym:** Use a self-explanatory title and a memorable acronym. Don't forget that you will not be able to change the acronym once you submit your proposal on the Funding and Tenders Portal.
- ✓ The acronym will be on your proposal and you will refer to it throughout your communication and dissemination activities. Ensure that the acronym is short, easy to pronounce, easy to remember by the evaluators, and that it cannot be construed as inappropriate or having a "double meaning" in English or in another language.
- ✓ Useful tool for creating an acronym: <http://acronymcreator.net/>
- ✓ The proposal acronym could be placed in a header on each page as an addition to already placed information: Call: [insert call identifier] — [insert call name] (e.g., Call: HORIZON-MSCA-2025-PF-01: MSCA Postdoctoral Fellowships 2025).
- ✓ Pay attention to the choice of keywords: they will be used to select the evaluators for your proposal.

- ✓ Be aware of the overall weighting of each criterion. You need to score well in all sections in order to be funded.
- ✓ **For resubmissions**, don't just use Evaluation Summary Report (ESR) from the previous submission. Review the proposal as a whole to find room for improvement. Your new proposal is not being evaluated in comparison with last year's. In resubmitted proposal do not refer to the previous proposal.

Part B might change slightly from one year to another (e.g., subheadings), so, make sure you are using the template of the 2025 MSCA PF call.

- ✓ If the resubmission is confirmed, evaluators could have access to last year's ESR after assessing this year's application.
- ✓ Make sure that the state-of-the art is updated.

2. Proposal layout

- ✓ The page size is **A4**, and **all margins (top, bottom, left, right) should be at least 15 mm** (not including any footers or headers).
- ✓ The reference font for the body text of proposals is **Times New Roman (Windows platforms), Times/Times New Roman (Apple platforms) or Nimbus Roman No. 9 L (Linux distributions)**.
 - ✓ The use of a different font for the body text is not advised and is subject to the cumulative conditions that the font is legible and that its use does not significantly shorten the representation of the proposal in number of pages compared to using the reference font (for example with a view to bypassing the page limit).
- ✓ **The minimum font size allowed is 11 points across the whole proposal. This applies to the body text, including text in tables.**
 - ✓ Text within tables **can be used to contain the core text**. Standard character spacing and a minimum of single line spacing is to be used.
 - ✓ Font size for the text in the Gantt chart can be a minimum of 8
 - ✓ Use charts, diagrams, text boxes, figures to explain aspects of the project. Do not just use blocks of text. Don't forget to add serial numbers and titles to the charts/ diagrams/ figures/ text boxes. If needed, use tables for illustrating the core text of the proposal.
- ✓ Ensure any colour diagrams etc. are understandable when printed (and also when they appear in black and white).
- ✓ Note that text elements (other than the body text) such as, **headers, foot/end notes, captions, formulas, diagrams**, etc. may deviate, but must be legible and **not be less than 8 points** (as long as it does not significantly shorten the representation of the proposal in number of pages).
- ✓ Use highlighting where appropriate (bold, underline, italics) but don't overdo it!
- ✓ Avoid hyperlinks (e.g. information that is designed to expand the proposal). Evaluators will be instructed to ignore them - instead place the relevant information into your text.

3. Proposal template

- ✓ Use the proposal template provided, including the exact sub-headings, because:

- ✓ It matches the evaluation template and helps you to put the right information in the right place for the evaluators to find it.
- ✓ DON'T remove the tags (e.g., #@REL-EVA-RE@#)! Tags do not affect the evaluation but are needed and used by the EC services for data processing and should not be deleted. If needed tags may be in a smaller font.
- ✓ Put page numbers (format Part B - Page X of Y) in the footer.
- ✓ There is no cover page or table of contents.

4. Page limitations

- ✓ Part B1. Sections 1, 2 and 3 together **should not be longer than 10 pages**.
- ✓ All tables, figures, references and any other element pertaining to these sections must be included as an integral part of these sections and they are counted towards this page limit.
- ✓ The page limit for this part of the proposal will be applied automatically.
- ✓ If you attempt to upload a proposal longer than the specified page limit before the deadline, you will receive an automatic warning and will be advised to shorten and re-upload the proposal.
- ✓ After the deadline, excess pages (in over-long proposals) will be automatically made invisible, and therefore will not be taken into consideration by the experts.
- ✓ Note that experts will be instructed to verify compliance with the formatting conditions below and to ignore hyperlinks to information that is specifically designed to expand the proposal, thus circumventing the page limit.

5. Proposal language

- ✓ Avoid jargon.
- ✓ Explain any abbreviations the first time you use them.
- ✓ Use simple clear text, making sure that it 'reads well'.
- ✓ Avoid long sentences. Avoid too much repetition. Sign-post or put reference to other parts of the proposal if necessary.
- ✓ Do not copy & paste information from other documents/websites. Instead, tailor information to fit with your proposal. Try to make it relevant to your proposed fellowship.
- ✓ Be consistent with terms used (for example, you can write in first person (e.g. I, me) or third person (e.g. the researcher, the ER, the fellow). It's not advisable to use first person plural (we), as this is your individual fellowship, not the application of a research group. Use the same term throughout.

Common mistakes in PF Proposal Submission

After the first MSCA PF call in the Horizon Europe programme, the Research Executive Agency (REA) provided information on the most common mistakes in the PF proposal submission:

- Wrong type of action was encoded: Global Fellowship instead of European Fellowship or vice versa.
- Associated partner for an outgoing phase of a Global Fellowship not located in a third country (TC), but in an HE associated country.
- Wrong applicant organisation declared: outgoing phase host or affiliation of researcher at time of application (different from the real future host organisation).
- Researcher and supervisor must NOT be the same person.
- Missing abstract, panel and keywords.
- Wrongly encoded non-academic placements i.e. encoded non-academic placement (NAP) which were in fact secondments/short visits.
- Wrongly encoded outgoing/return phase institutions.
- Several applications submitted with warnings not addressed.
- Most of the inconsistencies identified related to participating organizations, proposal duration, and budget.
- Identified common mistakes in the budget part of the proposal:
 - Wrongly encoded nations (TC instead of MS/HE AC for host beneficiary, NAPs in TC)
 - Wrong duration of different phases (EF duration, GF outgoing phase, GF return phase, NAP)
 - Wrong budgets (directly related to wrong durations)
 - Wrong country correction coefficient (directly related to wrong nation encoding)
 - Secondments/short visits added as associated partners in Part A.

The REA has provided extensive information in the document Common mistakes in MSCA PF proposal submission, including all the steps on how to encode non-academic placement/Global Fellowship.

Additional Definitions and Key Aspects	
<u>Guidance on the use of generative AI tools for the preparation of the proposal</u>	<p>When considering the use of generative artificial intelligence (AI) tools for the preparation of the proposal, it is imperative to exercise caution and careful consideration. The AI-generated content should be thoroughly reviewed and validated by the applicants to ensure its appropriateness and accuracy, as well as its compliance with intellectual property regulations. Applicants are fully responsible for the content of the proposal (even those parts produced by the AI tool) and must be transparent in disclosing which AI tools were used and how they were utilized.</p> <p>Specifically, applicants are required to:</p> <ul style="list-style-type: none"> • Verify the accuracy, validity, and appropriateness of the content and any citations generated by the AI tool and correct any errors or inconsistencies. • Provide a list of sources used to generate content and citations, including those generated by the AI tool. Double-check citations to ensure they are accurate and properly referenced. • Be conscious of the potential for plagiarism where the AI tool may have reproduced substantial text from other sources. Check the original sources to be sure you are not plagiarizing someone else's work. <p>Acknowledge the limitations of the AI tool in the proposal preparation, including the potential for bias, errors, and gaps in knowledge.</p> <p>Note that you should address these points at the end of Part B2.</p>
Associated partners linked to a beneficiary	<p>'Associated partners linked to a beneficiary' are organisations with an established capital or legal link with the beneficiary, which is not limited to the action nor specifically created for its implementation.</p> <p>These entities implement action tasks described in Annex 1 of the grant agreement, i.e., hosting and training of researchers in Post-doctoral Fellowships.</p> <p>The associated partners linked to a beneficiary do not have the right to claim unit contributions and may not employ the researcher under the action.</p> <p>In addition, they must fulfil the eligibility conditions for participation and funding applicable to the beneficiary they are linked to.</p> <p>The type of link and involvement of such entities must be clearly described in the proposal and will be assessed as part of the evaluation.</p>

	<p>Examples of associated partners linked to a beneficiary that could be relevant for PF:</p> <ol style="list-style-type: none"> 1. Company A established in France holding 20% of the shares in Company B established in Italy. However, with 20% of the shares, it has 60% of the voting rights in company B. Therefore, company A controls company B and both companies may be affiliated entities. <p>Company X and company Y do not control each other, but they are both owned by company Z. They are both considered affiliated entities.</p>
Critical risk	<p>A critical risk is a plausible event or issue that could have a high adverse impact on the ability of the project to achieve its objectives.</p> <p>Level of likelihood to occur (low/medium/high): The likelihood is the estimated probability that the risk will materialise even after taking account of the mitigating measures put in place.</p> <p>Level of severity (low/medium/high): The relative seriousness of the risk and the significance of its effect.</p>
CORDIS	<p>Community Research and Development Information Service – it is the European Commission's primary public repository and portal to disseminate information on all EU-funded research projects and their results in the broadest sense. In this web service you can find information (calls, projects, partners, contacts) about all European projects financed by Directorate – General Research. CORDIS</p>
Deliverable	<p>A report that is sent to the European Commission or REA providing information to ensure effective monitoring of the project.</p> <p>Deliverables that have to be submitted to the European Commission are the Data Management Plan, the Career Development Plan (both by month 6 of the project), the Communication, dissemination and exploitation plan (penultimate month of the project) and if applicable, ethic deliverables.</p> <p>Any other scientific, technical or internal project deliverables do not have to be submitted to the European Commission.</p> <p>Deliverables must be produced at a given moment during the action. Each work package will produce one or more deliverables during the project.</p>
Evaluation criteria	<p>The criteria against which independent expert assess eligible proposals. For MSCA they are related to excellence, impact, and quality and efficiency of implementation.</p>
Evaluation process for the MSCA	<p>Each full proposal is evaluated by at least three experts, but in some cases more experts are needed who know about the full range of disciplines and sectors covered by the proposal. Experts work individually. After carrying out their individual evaluation, the experts who have evaluated the same proposal will have to reach</p>

	a consensus, i.e they have to agree on a common position, including comments (which are indicated in the Evaluation Summary Report) and scores. Before notifying applicants of the final evaluation results, the Commission reviews the results of the experts' evaluation and puts together the final ranking list.
ESR – Evaluation Summary Report	The evaluation summary report is the final outcome of the evaluation of a particular proposal by independent experts. The ESR contains both comments and scores for each criterion.
GA – Grant Agreement	The grant agreement is the legal instrument that provides for Commission funding of a successful proposal. More information: Grant Agreement preparation procedure
Impact	Impacts are wider long-term effects on society (including the environment), the economy and science, enabled by the outcomes of R&I investments (long term). Impacts generally occur sometime after the end of the project. For this call Impacts refers to subsection 2.3. <i>Example: The deployment of the advanced forecasting system enables each airport to increase maximum passenger capacity by 15% and passenger average throughput by 10%, leading to a 28% reduction in infrastructure expansion costs.</i>
Milestones	Milestones are control points in the project helping to chart progress. Milestones may correspond to the achievement of a key result, allowing the next phase of the work to begin. They may also be needed at intermediary points so that, if problems have arisen, corrective measures can be taken. A milestone may be a critical decision point in the project where, for example, the consortium must decide which of several technologies to adopt for further development. The achievement of a milestone should be verifiable.
MSCA Green Charter	The MSCA Green Charter is a code of good practice for individuals and institutions that are in receipt of MSCA funding. It promotes the sustainable implementation of research activities. The goal of the Green Charter is to encourage sustainable thinking in research management. In the B2 Section 8 you can show how you included environmental considerations in the proposed project's implementation. More information is available on https://marie-sklodowska-curie-actions.ec.europa.eu/about-msca/msca-green-charter and in a The Marie Skłodowska-Curie Actions Green Charter Survey: Greening practices in MSCA projects
Objectives	Objectives are the goals of the work performed within the project, in terms of its research and innovation content. This will be translated into the project's results. These may range from tackling specific research questions, demonstrating the feasibility of an innovation, sharing knowledge among stakeholders on specific issues. These points could be considered in each and every proposal.

	The nature of the objectives will depend on the type of action, and the scope of the topic.
Outcomes	<p>Outcomes are the expected effects, over the medium term, of projects supported under a given topic. The results of a project should contribute to these outcomes, fostered in particular by the dissemination and exploitation measures. This may include the uptake, diffusion, deployment, and/or use of the project's results by direct target groups. Outcomes generally occur during or shortly after the end of the project.</p> <p><i>Example: 9 European airports adopt the advanced forecasting system demonstrated during the project.</i></p>
Open Science	<p>Open science is an approach based on open cooperative work and systematic sharing of knowledge and tools as early and widely as possible in the process. Open science practices include early and open sharing of research (for example through pre-registration, registered reports, pre-prints, or crowd-sourcing); research output management; measures to ensure reproducibility of research outputs; providing open access to research outputs (such as publications, data, software, models, algorithms, and workflows); participation in open peer-review; and involving all relevant knowledge actors including citizens, civil society and end users in the co-creation of R&I agendas and contents (such as citizen science).</p>
Research output	<p>Research outputs refer to results generated by the action to which access can be given in the form of scientific publications, data or other engineered outcomes and processes such as software, algorithms, protocols and electronic notebooks.</p>
Results	<p>Results refer to what is generated during the project implementation. This may include, for example, know-how, innovative solutions, algorithms, proof of feasibility, new business models, policy recommendations, guidelines, prototypes, demonstrators, databases and datasets, trained researchers, new infrastructures, networks, etc. Most project results (inventions, scientific works, etc.) are 'intellectual property', which may, if appropriate, be protected by formal 'intellectual property rights'.</p> <p><i>Example: Successful large-scale demonstrator: trial with 3 airports of an advanced forecasting system for proactive airport passenger flow management.</i></p>
Supervision	<p>Employers and/or funders should ensure that a person is clearly identified to whom researchers can refer to for the performance of their professional duties and should inform the researchers accordingly.</p> <p>Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the postdoctoral researcher appropriate support and provide</p>

	<p>for the necessary progress and review procedures, as well as the necessary feedback mechanisms.</p> <p>Supervision is one of the crucial elements of successful research. Guiding, supporting, directing, advising and mentoring are key factors for a researcher to pursue his/her career path. In this context, all MSCA-funded projects are encouraged to follow the recommendations outlined in the <u>MSCA Guidelines on Supervision</u>.</p>
Secondments vs non-academic placement	<p>The non-academic placement is not a secondment.</p> <p>An optional secondment is a temporary transfer to another entity in any sector, anywhere in the world at any time during the action, typically to perform part of the research or to gain experience. Secondments do not have a separate budget and can take place for up to a maximum of one third of the duration of the project (European fellowships) or one third of the duration of the outgoing phase (Global fellowships).</p> <p>Optional non-academic placements also involve mobility to another entity, located in an EU member state or associated country, for a maximum of 6 months. They can only take place in an organisation in the non-academic sector and after the end of the regular duration of the project. Non-academic placements have a dedicated budget.</p> <p>Both secondments and placements are expected to include supervision, to bring a clear added value to the research proposal and should be covered by the employment contract with the beneficiary. Further information can be found in the Guide for Applicants.</p> <p>Secondment hosts should not be encoded as participating organisations in Part A.</p> <p>The non-academic placements must be encoded in Part A of the of the submission wizard. The name of the associated partner where the non-academic placement will take place must be encoded as a participating organisation ("associated partner") in the tab "participants". The associated partner needs to have a Personal Identification Code (PIC) in a declared or validated form.</p> <p>In Part B-1, the relevance and added value of the non-academic placement and/or secondment periods will be assessed by the evaluators under sub-criterion 1.3, and may therefore impact the final score awarded to the proposal. The quality and capacity of the respective hosts will be assessed under sub-criterion 3.2.</p> <p>The hosts for <u>both</u> secondments and non-academic placements must be listed in Part B-2 (Tables 5.1 and 5.2).</p> <p>More clarifications about the difference between optional secondments and placements can be found <u>here</u>.</p>

Abstract

- ✓ The abstract is a short description of your project (maximum 2000 characters including spaces).
- ✓ The main elements are:
 - 1-2 sentences that put your project into context
 - Your research objectives
 - Background information on the state of the art
 - Specific aims and details of your project plan, including e.g. planned secondments.
 - Expected impact on the fellow.
- ✓ Abstracts in Part A **should not contain sensitive/confidential information**, as they will be made publicly available if the project is retained for funding.
- ✓ The abstract and keywords are used to select the evaluators. Description on how to select the keywords is available in [a specific FAQ](#).
- ✓ An abstract should 'sell' your project and be understandable to the non-expert.
- ✓ It should communicate the importance, impact and timeliness of the project and also convince the evaluator that you should be funded to carry it out.

Write the abstract for evaluators, not for a scientific journal — keep it accessible, persuasive, and jargon-free.

- ✓ See ideas of already funded projects in CORDIS (using filters Projects – Horizon Europe – Marie Skłodowska-Curie actions - Nurturing Excellence through Mobility of Researchers across Borders, Sectors and Disciplines)

[This document is tagged (see instructions). Do not delete the tags; they are needed for processing.] #@APP-FORM-HEM-SCAPF@#

Part B-1

1. Excellence #@REL-EVA-RE@#

1.1 Quality and pertinence of the project's research and innovation objectives (and the extent to which they are ambitious, and go beyond the state of the art) #@QUA-LIT-QL@#

At a minimum, address the following aspects:

- Describe the quality and pertinence of the R&I objectives; are the objectives measurable and verifiable? Are they realistically achievable?
- Explain the research context of your project and introduce your project's subject.
- Explain the importance of the research being carried out and how it addresses a challenge/priority at a global/European level.
- Describe the specific research objectives (ROs) of the project. These should give the evaluators an insight into the research to be carried out during the project. Moreover, it is important that the research objectives are feasible.
- Each research objective ideally should correspond to the research work packages. For example, research objective 1 is the objective for research WP 1. Number the objectives O1, O2, O3 etc. and include the corresponding work package in brackets at the end of each objective (e.g. WP1).
- Describe how your project goes beyond the state-of-the-art, and the extent to which the proposed work is ambitious.
- Break the state-of-the-art (SOA) into separate short paragraphs, each focussing on a specific research objective of the project.
- For each paragraph, briefly outline the current level of knowledge in the research area and highlight how the project will progress the research 'beyond the current state-of-the-art'. Use up-to-date references and ask your supervisor for assistance.
- If there is SOA work being carried out by your supervisor, or by you, then mention this here (as it demonstrates your excellence and adequacy to carry out the research).
- You could finish each paragraph with a bold /text-box statement of how the project is progressing the area beyond the current state-of-the-art.

STRENGTHS – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The proposal clearly states the current state of the art, its limitations and how the proposed research extends beyond this to address an unmet need in the field. The proposal might contribute to the state of the art during and beyond the proposal's scope with the development of advanced, reliable models for in vitro testing of new therapeutic approaches for melanoma and potentially other diseases
- The research objectives are highly relevant, pertinent and well-aligned with contemporary economic challenges, particularly from a European perspective, given the importance of SMEs in Europe.
- The proposal clearly formulates three specific and distinct research and innovation objectives, which are relevant and highly innovative, and will use cutting-edge techniques, the inter-relationships between the objectives are also convincingly described.

- The hypotheses are clearly stated, and all the aims are clearly defined and developed against the field's current state of the art.
- The state-of-the-art is very well outlined: the research will bring new perspectives and novel knowledge to its field of study.

WEAKNESSES – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The originality and innovation potential of the proposal is not outlined in a sufficiently convincing and detailed manner, particularly as the background on recent developments in the field of the proposal is not presented in sufficient detail to support the working hypotheses.
- The preliminary data is not clearly supporting the objectives. Supporting literature and evidence provided does not adequately underpin the proposed project.
- The degree of novelty of the proposed research is not entirely evident. The proposal fails to explain the added value of this work in relation to what is already known in the field.
- The objectives are commendably ambitious but, consequently, the proposed research is unrealistically broad in scope, with many hypotheses yoked together without evident synergy. The broad-brush approach means the objectives are not fully measurable or verifiable. This is a shortcoming.
- The question on how the proposed research differs from and expands the studies already conducted by the researcher (considering publications and postdoc projects) is inadequately addressed.
- In general, the ideas are not structured clearly or concretely enough. Almost every section reads like a collection of buzz words and unclarified words with details that do not hang together sufficiently, making it difficult to understand what exactly is proposed, and to assess quality. For instance, there are sections focusing more on implementation than on quality/performance and innovation objectives.
- It is not convincingly explained how the researcher can really take the lead for all the tasks mentioned. The proposal does not convincingly demonstrate that the objectives are realistically achievable.
- The proposal fails to consider the risks that might endanger reaching the research objectives, as well as measures aimed at mitigating these risks

1.2 Soundness of the proposed methodology (including interdisciplinary approaches, consideration of the gender dimension and other diversity aspects if relevant for the research project, and the quality of open science practices)

At a minimum, address the following aspects:

- **Overall methodology:** Describe and explain the overall methodology, including the concepts, models and assumptions that underpin your work. Explain how this will enable you to deliver your project's objectives. Refer to any important challenges you may have identified in the chosen methodology and how you intend to overcome them.
- In this section you should describe how the research project will be carried out. Break this section up into short paragraphs/bullet points to describe the steps/methods you will take to achieve the research objectives proposed.
- Relate your objectives to your scientific Work Packages. In the Implementation section (section 3.1.), the overall workplan (including specific tasks) relating to the research WP has to be described again.

- Highlight the experiments, blocks of work to carry out, techniques and equipment that will be used, especially if they are to be used in a novel way. If there will be new analysis/ concept/ methods planned – mention and highlight (bold).
 - Mention any foreseen critical methodological challenges and how you intend to overcome them.
 - If a secondment, non-academic placement, or short visits are included, be specific about why they are needed in terms of the work being carried out (e.g., use of equipment, access to data etc).
 - Be careful here as you do not have space to describe everything in detail as the proposal is 10 pages long but you must give enough detail to show how the research will be conducted.
 - You can use graphics where appropriate to illustrate the methodological approach.
- **Integration of methods and disciplines to pursue the objectives:** Explain how expertise and methods from different disciplines will be brought together and integrated in pursuit of your objectives. If you consider that an inter-disciplinary³ approach is unnecessary in the context of the proposed work, please provide a justification.
 - Interdisciplinarity will be assessed during the evaluation. The term discipline refers to the first level of MSCA keywords.
 - State if you are working with a mix of disciplines and demonstrate how the research being carried out goes beyond the discipline that is strictly yours – explain the synergy between disciplines and do not just list them.
 - Highlight the key interdisciplinary aspect of your proposal (methodology, supervision, dissemination, etc.).
 - Clearly explain how the different disciplines will be brought together (integrated) to achieve the research objectives.
 - If you consider that an inter-disciplinary approach does not apply, provide a justification.
 - **Gender dimension and other diversity aspects:** Describe how the gender dimension and other diversity aspects are taken into account in the project's research and innovation content. If you do not consider such a gender dimension to be relevant in your project, please provide a justification.
 - ⚠ Remember that this question relates to the content of the planned research and innovation activities, and not to gender balance in the teams in charge of carrying out the project.
 - ⚠ Sex, gender and diversity analysis refers to biological characteristics and social/cultural factors respectively. For guidance on methods of sex / gender analysis and the issues to be taken into account, please refer to this link.
 - In other words, you should take into account biological characteristics (sex) and social/cultural features (gender) in your research, if this is relevant. You are encouraged to use gender inclusive language and not to think about gender in binary categories, as sexual orientation and gender identity are important. Ask yourself the following questions:
 - Are sex/gender norms embedded in the concepts, theories and models used by your research field? If so, how do these gender norms/assumptions influence the research area?

³ Interdisciplinarity means the integration of information, data, techniques, tools, perspectives, concepts or theories from two or more scientific disciplines.

- How do gender and interconnected social categorizations, such as race, class etc. shape your research question and desired outcomes?
 - Does the chosen methodology(ies) ensure that sex/gender, and other connected social characterizations, are considered and investigated?
 - Does the methodology ensure that (possible) gender differences will be investigated: that sex/gender differentiated data will be collected and analysed throughout the research cycle? Are questionnaires, surveys, focus groups, etc. designed to unravel potentially relevant sex and/or gender differences in your data? Are the groups involved in the project (e.g., samples, testing groups) gender-balanced?
 - Have you explained the project's approach to gender and intersectionality throughout the research life cycle?
 - Have you explained how including sex and gender findings will increase the quality of the research and enhance the impact and relevance of the results?
- More questions on gender aspects in research are available on [Yellow window Checklist for Gender in Research](#).
 - Apart from gender dimension in research, if applicable, include other diversity aspects to better address the multiple and interacting factors of inequality experienced by R&I actors, such as other social categories and identities such as ethnicity and race (including migrants and refugees), social class and wealth, gender identity, and sexual orientation (LGBTQIA+ issues) and disability.
 - If your research is not concerned with sex/gender issues, or other diversity aspects, you should clearly explain why and provide a strong justification.
 - For additional information feel free to consult the [MSCA-NET Policy Brief on Gender Equity](#).
- Open science practices: Describe how appropriate open science practices are implemented as an integral part of the proposed methodology. Show how the choice of practices and their implementation is adapted to the nature of your work in a way that will increase the chances of the project delivering on its objectives [1/2 page]. If you believe that none of these practices are appropriate for your project, please provide a justification here.

Open science is an approach based on open cooperative work and systematic sharing of knowledge and tools as early and widely as possible in the process. Open science practices include early and open sharing of research (for example through pre-registration, registered reports, pre-prints, or crowd-sourcing); research output management; measures to ensure reproducibility of research outputs; providing open access to research outputs (such as publications, data, software, models, algorithms, and workflows); participation in open peer-review; and involving all relevant knowledge actors including citizens, civil society and end users in the co-creation of R&I agendas and contents (such as citizen science).

- ⚠ *Please note that this does not refer to outreach actions that may be planned as part of the communication, dissemination and exploitation activities. These aspects should instead be described below under 'Impact'.*
- ⚠ *Proposals selected for funding under Horizon Europe will need to develop a detailed data management plan (DMP) for making their data/research outputs findable,*

accessible, interoperable and reusable (FAIR) as a deliverable by month 6 and revised towards the end of a project's lifetime. The DMP should describe how research outputs (especially research data) generated and/or collected during the project will be managed so as to ensure that they are findable, accessible, interoperable and reusable.

⚠ *For guidance on open science practices and research data management, please refer to the relevant section of the HE Programme Guide on the Funding & Tenders Portal.*

- You have to provide concrete information on how you plan to comply with the mandatory open science (OS) practices and demonstrate an awareness of all OS obligations set out in the model grant agreement⁴. Provide specific details⁵ – remember you have up to half a page (including research data management) for this section!
- You need to show how OS implementation is adapted to the nature of your work, therefore increasing the chances of the project delivering on its objectives.
- In addressing OS practice take into account:

Open Science Practise ²		Mandatory	Recommended
Early and open sharing of research	<ul style="list-style-type: none"> Preregistration, registered reports, preprints, etc. 		Yes
Research output management	<ul style="list-style-type: none"> Data management plan (DMP) 	Yes	
Ensure reproducibility of research outputs	<ul style="list-style-type: none"> Information on outputs/tools/instruments and access to data/results for validation of publications 	Yes	
Open access to research outputs through deposition in trusted repositories	<ul style="list-style-type: none"> Open access to publications Open access to data Open access to software, models, algorithms, workflows etc. 	Yes, for peer-reviewed publications and research data ('as open as possible as closed as necessary')	Yes, for other research outputs.
Participate in open peer-review	<ul style="list-style-type: none"> Publish in open peer-reviewed journals or platforms 		Yes
Involving all relevant knowledge actors	<ul style="list-style-type: none"> Involve citizens, civil society, and end-users in co-creation of content (e.g., crowd-sourcing, etc.) 		Yes

- You should aim to adopt an open science approach which follows the principle of **“as open as possible and as closed as necessary”**, remaining “open” in order to foster the accessibility and reusability and to accelerate research, but at the same time information should be “closed” if necessary e.g., to safeguard the privacy of the subjects (protection of private data), protecting results that can reasonably be expected to be commercially or industrially exploited, keeping confidentiality in connection with security issues.
- As a general rule, open access (OA) to other research outputs such as software, models, algorithms, workflows, protocols, simulations, electronic notebooks and others is not required but

⁴ Article 17 of Unit Model Grant Agreement (Communication, dissemination, open science and visibility)

⁵ For more information on how to address Open Science in project proposal, you can consult OpenAIRE Guides for Researchers Open Science in Horizon Europe proposal.

strongly recommended. Access to 'physical' results like cell lines, bio specimens, compounds, materials, etc. is also strongly encouraged.

- A recommendation is that you provide OA to research outputs beyond publications and data (e.g., software tools, models, apps, etc.) and share them as early and openly as possible – providing guidance for potentially interested users.
- A clear explanation of how you will adopt recommended practices, as appropriate for the project, will be recognized as a project's strength.

STRENGTHS – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The methodology, is described clearly and systematically. The important methodological challenges are identified.
- The interdisciplinarity of the proposed research is well explained as combining theoretical dimensions from at least three key disciplines. (Educational design, STEM education, robotics and machine learning).
- The gender dimension and other diversity aspects are very well identified, and gender, age and ethnicity will be incorporated in the proposed models.
- The proposed open science practices are convincing and well described, considering FAIR principles for data, models and papers.
- The open science practices are well integrated into the proposal, all the data obtained will be made available using the FAIR protocol and implementing a data management plan that foresees an openly accessible repository.

WEAKNESSES – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The proposed methodology is supported by previous work of the researcher. While the methodology is explained in general terms and is mostly a descriptive one, it lacks some information on the concrete methods to be used.
- There isn't sufficient explanation about how to implement open science practices as an integral part of the proposed methodology.
- While the proposal mentions open science and reproducibility practices, including a repository as recommended by the EU, the proposal lacks detailed information on implementation, sharing or how reproducibility would be achieved.
- The proposal overestimates its interdisciplinary relevance, in particular as expertise and methods from other disciplines are concerned
- The gender dimension and other diversity aspects could be relevant for the research. However, these have not been taken into account sufficiently in the proposal's research and innovation content and an insufficient justification has been provided.
- Significant dimensions of intersectional subjectivity and inequality, such as class and race, are not addressed sufficiently in the conceptual foundation of the proposal's approach.

1.3 Quality of the supervision, training and of the two-way transfer of knowledge between the researcher and the host

At a minimum, address the following aspects:

- Describe the qualifications and experience of the supervisor(s). Provide information regarding the supervisors' level of experience on the research topic proposed and their track record of work, including main international collaborations, as well as the level of experience in supervising/training, especially at advanced level (i.e. PhD and post-doctoral researchers).
- Provide a few sentences on supervisor's key achievements: years of experience in the field, examples of awards, international, intersectoral and interdisciplinary collaboration, examples of the coordinated projects and number of publications (most important journals, H-Index..), patents (especially if they are closely connected to your research – remember the state-of-the art), number of supervised researchers (especially experience with supervising postdocs) is there any success story – are the supervised researchers now in leading positions?.
- You should have a suitably qualified supervisor who is close to your research field. Highlight in particular if the supervisor has an international career with experience in implementing EU projects (especially ones involving postdocs).
- If you are including a co-supervisor, briefly explain his/her added value. Co-supervisors can be members of the same research team as the main supervisor or can be someone from a completely different field than your supervisor's, but s/he is related to your multidisciplinary project topic.. Co-supervision is possible, but the respective roles of both the main and co-supervisor should be clearly defined and complementary.
- If applicable, explain the value of the supervisor(s) during the secondments, non-academic placement and during the outgoing phase of the Global Fellowship.
- Be very brief with all relevant information – you can provide more information in table B2 in section 5!
- Refer to the [MSCA Guidelines on Supervision](#) and mention that you will adhere to them.
- Planned training activities for the researcher (scientific aspects, management/organisation, horizontal and key transferrable skills...).
- Briefly mention the career development plan (CDP) and state that you will develop it with your supervisor. It will become a mandatory deliverable (month 6) if the project is funded.
- Describe your needs and how you want your career to develop.
- Identify your weaknesses in your current set of skills and find training opportunities at the hosting institution that will fit your needs. Does your organization have a career centre where you can attend courses?
- For more information you can use EURAXESS career development tools, and The European Competence Framework for Researchers (ResearchComp)

For the training subsection, after identifying a set of skills that are needed, describe how you will acquire these new skills and the relevance of the additional scientific and transferable skills training:

Scientific skills
<ul style="list-style-type: none"> • Which new techniques and methods will be acquired? • How will they be acquired? Through research or through specific courses? Ask your supervisor for suggestions on potential trainings Training on “Research integrity “, “open science “, digital techniques, tools, gender in research, new techniques
Transferable skills
<ul style="list-style-type: none"> • Teaching as well as tutoring/mentoring of students and doctoral candidates (□ leadership/communication skills) • Project/financial/organisational management (project planning, organisation of a conference) • Development and organisation of follow-up projects (sourcing funding, proposal writing) • Acquisition/development of skills in working in an international environment (communication, building networks) • Entrepreneurial skills and competencies • Handling intellectual property rights (IPR), training in patent law, course in gender awareness

- For *European Fellowships*: two-way transfer of knowledge between the researcher and host organisation.

- Highlight the complementarity between your profile, your supervisor(s), and the expertise of your host organisation.
- From the transfer of knowledge, it should be clear why your host institution is the perfect match regarding your scientific and transferable needs.
- Adjust training and transfer of knowledge to the specific needs of you as a researcher and the host organisation.
- “Doing more with less “- concentrate on a few training activities you really need instead of trying to be trained in everything - an unrealistic plan could be identified as a weakness.
- What new knowledge will you gain during the fellowship and how will it be acquired (e.g., staff development programmes, workshops, seminars, online courses, internal meetings)?
- Outline previously acquired knowledge and skills that you will transfer to the host organisation. Ask yourself how your expertise can benefit/promote the host institution?
- Detail how any scientific (unique) expertise can be transferred to the host organisation e.g., via teaching and/or mentoring undergraduates and PhD students.
- Demonstrate, if relevant, how you will be providing new network opportunities for the host institution.

- For *Global Fellowships*: three-way transfer of knowledge between the researcher, host organisation, and associated partner for outgoing phase.

- For Global Fellowships explain how the newly acquired skills and knowledge will be transferred from the outgoing phase host back to the European host institution and how they will be integrated e.g., additional trainings for the research team, new methods and techniques that you will use in your research.
- Address the two-way transfer of knowledge between the researcher and the host organisation (return phase host) as described above for European Fellowships.

- Rationale and added value of the non-academic placement (if applicable) and secondment (if applicable).
- Highlight intersectoral and/or interdisciplinary training during the placement and secondment—why is it important (for example testing technical development during the fellowship), when will it be planned and what knowledge will be acquired?
- Examples of added value could include that you will acquire management and leadership skills – you will need them in your non-academic future and as an independent and mature researcher across sectors e.g., if you are considering a spin-off based on future applicable results.

If you have enough space, you can use a table or graphic to describe your transfer of knowledge. Example of a table:

Specific research skills to be transferred	How it will be transferred	When (estimated month TOK will take place)	Audience of the host organisation (students, other team members...)	Benefit to the host organisation

Supervision

Employers and/or funders should ensure that a person is clearly identified to whom researchers can refer for the performance of their professional duties and should inform the researchers accordingly.

Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the postdoctoral researcher appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.

Supervision is one of the crucial elements of successful research. Guiding, supporting, directing, advising and mentoring are key factors for a researcher to pursue his/her career path. In this context, all MSCA-funded projects are encouraged to follow the recommendations outlined in the *MSCA Guidelines on Supervision*.⁶

STRENGTHS – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The proposal included a detailed and high-quality scientific plan and presents clearly the new knowledge that the researcher would gain.
- Training is of good quality consisting of scientific tutoring organized by the supervisors and training in soft skills by the university career development office.
- The training is very well elaborated, including acquisition of skills related to design of experiments, a highly relevant subject for the proposal. Mentorship of younger students is included.

⁶ While the MSCA Guidelines on Supervision are non-binding, funded-projects are strongly encouraged to take them into account.

- Specific training and development of skills in IPR management, business and entrepreneurship and grant writing is a very strong point of the development plan.
- A very clear and detailed case is made for personal development by the acquisition of new technical and transferable skills by the researcher through a highly appropriate mix of hands-on training, informal and formal seminars, and courses.
 - The supervisor's experience and track record is of high quality and in line with the proposed research. The supervisor has comprehensive experience in supervising PhD and post-doctoral fellows. In addition, the supervisor has many international collaborations working successfully
 - The two-way transfer of knowledge between the researcher and the host institution is clear and of good quality as both parties have complementary expertise.
 - The proposal clearly outlines the three-way knowledge transfer between the researcher and the outgoing and incoming hosts. An adequate and diverse strategy is provided for the researcher's contributions by teaching, research participation, and event organization. The researcher would effectively link both host institutions and import knowledge gained via two relevant stays.
 - The industrial placement is very well described and justified and will provide the researcher with a practical view of the industrial application of the research results.

WEAKNESSES – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The training activities for the researcher are not described with enough details. It is not sufficiently clear how the researcher will be trained at the host institution and gain key transferable skills.
- The proposal lacks a clear identification of suitable specific training activities at the host institution, given the researcher's existing professional experience.
- Due to the limited number of publications and expertise of the supervisor in the proposal's field, the proposal does not convincingly describe how the supervisor can support the improvement of the researcher's skills.
- The role of the secondment host is not properly described (e.g. its duration is not specified). Thus, the added value of the secondment cannot be assessed appropriately.
- Several activities and topics are mentioned in the application, but they are described in too general terms. (Especially for the transfer from the researcher to the institutions - without presenting enough concrete or specific ways of transfer).

1.4 Quality and appropriateness of the researcher's professional experience, competences and skills

Discuss the quality and appropriateness of the researcher's existing professional experience in relation to the proposed research project.

- Summarise your professional experience to date and describe why you are the best person to do this particular fellowship. Try to get the evaluators to relate to you & understand you. Keep them interested!
- Explain why your scientific background is unique (think of the transfer of knowledge to the host organisation), how you have excellent potential and you are perfectly able to carry out the project. Demonstrate how you have key transferable skills (e.g., leadership skills, independent thinking, project management, etc.).

Do not just repeat what you have written in your CV in part B2 but choose the **key highlights** from your CV⁷ (section 4) to show the evaluator your abilities (research achievements, fellowships and awards received, key conferences, publications, experience in project management, experience in supervision, non-academic sector, etc.).

If you are analysing literature or conducting fieldwork which is neither in English nor in your native language, provide information that you have the basics of language knowledge to carry out the planned activity effectively.

STRENGTHS – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The proposal presents convincingly the researcher's record, which includes publications in high impact-factor journals, a demonstrated capacity to attract funding, experience in supervising and mentoring activities, prizes and awards. This record renders the researcher's professional growth during the fellowship highly credible.
- The researcher's existing competency and skills as well as professional experience are in line with the proposal and will be fundamental to the planned achievement, which has been convincingly presented.
- The researcher's CV is very competitive, with high quality and impact publications, international mobility and a multitude of relevant transferable skills. The professional experience and competences of the researcher are highly appropriate for the proposal.
- The expertise of the main supervisor, of the host research group, and of the supervisor secondment institution is soundly documented, and in a very good match with the research proposed.
- The planned non-academic placement is well described and its value for the project is very convincingly demonstrated, enabling the researcher to gain experience beyond academia and acquire new competences relevant to their profile, especially through the training of teachers.

WEAKNESSES – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The quality of the scientific output of the researcher is unconvincing for the time spent as a post-doc. The proposal does not fully consider how the researcher's existing professional experience is relevant to the proposed project.
- The researcher's track record in terms of publication output and visibility in the scientific community is low for their stage of career. The impact of their publications has been low.
- The administrative and leadership experience and skills of the researcher appear to be overstated as they are not based on evidence provided in the proposal or their CV.
- The plan for the supervisory meetings to create and monitor progress on the career perspectives is not sufficiently detailed to convincingly demonstrate adequate mentorship from the primary supervisor.

⁷ NB Your CV in Part B2 Section 4 will be reviewed to confirm information given in section 1.4.

2. Impact #@IMP-ACT-IA@#

2.1 *Credibility of the measures to enhance the career perspectives and employability of the researcher and contribution to his/her skills development*

At a minimum, address the following aspects:

- Specific measures to enhance career perspectives and employability of the researcher inside and/or outside academia
 - **Expected** contribution of proposed skills development to the future career of the researcher.
-
- Give specific examples of your career opportunities in the academic & non-academic sectors after the fellowship.
 - Where do you want to go (e.g., long-term career perspectives) and how does this project contribute to it (e.g., tenure track position, initiating a new laboratory or a research group, becoming a pioneer researcher in your specific field, new position in industry, potential ERC application etc)?
 - Explain how the skills and experiences (research-related and transferable) acquired during the fellowship would benefit future employers and contribute to better quality research and innovation. Give specific examples.
 - Describe and highlight the impact of the collaborations (especially intersectoral and interdisciplinary) made during the fellowship – for example, will they result in higher impact R&I output from your future work, thus more knowledge and ideas converted into products and services?
 - Describe the sustainability of these collaborations – can they lead to potential new projects?
 - If applicable, highlight the importance of the secondment(s) and/or short visits and non-academic placement on your career perspectives and employability.

Example of impact on your career development⁸

Now you are at 80% the MSCA-PF gives you the missing 20%

- You will be integrated into existing European and international networks of the host institution and also have created your own (transnational) networks
- Your strengthened project management skills will result in better-managed research and innovation projects and will strengthen the likelihood of careers/positions across sectors.
- Your enhanced leadership skills, developed through 'x' course and supervision of undergraduate and PhD students will make you more employable and competitive in applying for future leadership roles.
- You will be able to work in an international and interdisciplinary research environment

STRENGTHS – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The researcher's prospects for becoming a leader and supervisor of academic groups will also be enhanced via the mentoring of Master students by the researcher, as presented in the proposal.
- The proposal clearly and convincingly outlines how the researcher envisions their future career development in and beyond academia, and the important role the proposal plays in this

⁸ Knowing your skills, strengths and reflecting on the various career paths you may choose, both within and outside academia is of high importance when considering your future career options. Within [Career Development Tools](#), EURAXESS portal offers a wide range of resources, services and tools which are free of charge and available online.

context, for example, in enhancing their international experience and network, and the expertise and skill set of the researcher.

- The measures to enhance the researcher's expected career perspectives inside academia (as a recognized professor at a European level) and outside (as national and EU policymakers and regulators) are credible and excellent.
- The planned training activities will significantly enhance the skill set of the researcher in both the scientific and non-scientific sector. These new skills together with the attainment of the research targets and dissemination to the scientific community, the strong international networking opportunities, and the possibilities for follow-up projects will clearly enhance their career perspectives.
- Several opportunities to increase technical skills in a multidisciplinary field, to improve networking and collaboration, research management and science communication skills enhance the researcher's skills development and career perspectives.

WEAKNESSES – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The proposal does not fully consider opportunities for the researcher to participate in educational activities (e.g. student supervision, teaching).
- A clear vision for potential next steps in the career progression after the fellowship are not explicitly mentioned.
- The expected skills development to the future career of the researcher is not evident enough. The proposal mostly outlines the researcher's longterm goals, and lacks details on how skill development during the project supports these long-term ambitions.
- The measures leading to researcher's independence by enhancing the management and organizational skills and developing collaborations in an extended research team are not appropriately described. The support provided by the host institution to the career development of the researcher is not clearly articulated.
- The proposal does not sufficiently demonstrate that the project will significantly broaden the scientific horizons of the researcher, allow them to enhance their international visibility or significantly enlarge their network of potential collaboration partners. Therefore, a qualitative improvement of the researcher's employability is not fully credible.

2.2 *Suitability and quality of the measures to maximise expected outcomes and impacts, as set out in the dissemination and exploitation plan, including communication activities*

#@COM-DIS-VIS-CDV@#

At a minimum, address the following aspects:

- Plan for the dissemination and exploitation activities, including communication activities:⁹ Describe the planned measures to maximize the impact of your project by providing a first version of your 'plan for the dissemination and exploitation including communication activities'. Describe the dissemination, exploitation measures that are planned, and the target group(s) addressed (e.g. scientific community, end users, financial actors, public at large). Regarding communication measures and public engagement strategy, the aim is to inform and reach out to society and show the activities

⁹ In case your proposal is selected for funding, a more detailed Dissemination and Exploitation plan will need to be provided as a mandatory project deliverable during project implementation

performed, and the use and the benefits the project will have for citizens. Activities must be strategically planned, with clear objectives, start at the outset and continue through the lifetime of the project. The description of the communication activities needs to state the main messages as well as the tools and channels that will be used to reach out to each of the chosen target groups.

- Be clear on the differences between Communication, Dissemination and Exploitation – provide an indicative and a targeted plan for the dissemination, exploitation and communication activities.
- All related activities should lead to reach the impact you wish to achieve; and are not a variety of measures without a strategic target. This document provides a clear summary: [Communication, dissemination & exploitation what is the difference and why they all matter - Publications Office of the EU](#)

Communication and public engagement	Dissemination and exploitation
<ul style="list-style-type: none"> About the project and results. Starts at the beginning of the project. Multiple audiences. Inform and reach out to society, show the benefits of research. General media, social media, different type of events, popular science publications. 	<ul style="list-style-type: none"> About results only. When results are available and after the end of the project. Potential professionals that may use the results in their own work. Enable use and uptake of results. Publications, conference presentations, patents, policy papers, etc.

Dissemination activities:

- Detail the **dissemination activities** you will use. Examples include conferences (explicitly name them), industry events, journal publications (explicitly name them), workshops, social media, tradeshows, book chapters, etc.
- Describe the target audiences and what the main messages are for those audiences. Who will be interested in the results described and why? What is the benefit? For example:
 - Industry (give examples of who could use the results for further development),
 - Research fields (give examples),
 - Expert users (clinicians, companies, services etc.),
 - Regulators,
 - Types of policy makers who would use the results,
 - Associations who would be interested in the results.
- All the activities should be included in the work package table & Gantt chart (section 3.1).
- Summarise each dissemination activity with specific & realistic details, using a table. For example:

Activity	Target audience	When	Where	Key indicators (KPI)
Conference (provide the full name)	List the target audience that will participate to the conference	Estimated month of project when it will take place (e.g. M12, M14)	If known at the time of the project proposal application	Number of attendees, etc.

- Think of quantifiable performance indicators based on SMART¹⁰ objectives – establish a benchmark:

Media coverage	Number of media outlets, audience, tone of coverage...
Web sites	Page views, unique visitors, time spent, downloads...
Social media	Followers, likes, shares, interactions, engagement rate...
Publications	Citations
Events	Number of participants, opinion surveys, follow up rate...

- Don't confuse number of activities with impact of activities and engagement.
- Enquire with your future host institution/s which kind of support you may receive.

✓ **Communication activities:**

- For the **communication activities**, first describe the target audiences for communication of project activities. These should be non-expert audiences e.g.:
 - University students
 - Primary/ secondary schools
 - End users (e.g., patients, older adults, young people)
 - Media (editors, journalists etc.)
 - Community groups, charities
 - MSCA and Citizens (European Researchers' Night and Researchers at school) attendees
 - General public - try to differentiate this as much as possible.
- What are the key messages you wish to communicate to the different audiences?
- How does the action's research relate to our everyday lives?
- Why does the target audience need to know about the action (e.g., encourage a career in research, increase the gender balance in certain areas, etc.)? Also mention that the PR-office will support you.

✓ **Exploitation activities:**


- For the **exploitation activities**, ask yourself what is the benefit of exploiting results? How will the results of the project be exploited?
- Mention, if relevant, applicability and commercialisation of the research results (e.g., new product/service, new techniques/methods), possible patents.
- Describe the potential exploitation methods of your project results that will be used and the impact of the method on the target user/society/industry e.g.:
 - **Further internal research:** The results coming out of the project can be applied to further research in the field and beyond.
 - **Collaborative research:** The results can be used for building/contributing to collaborative research projects.
 - **Product development:** Results can be used for developing or contributing to a product, process, technique, design etc.
 - **Standardisation activities:** Results could be used to develop new standardisation activities or contribute to ongoing work.
 - **Spin-offs:** A separate company could be established as a result of the research results.
 - **Engagement with communities/end users/policymakers:** Describe the activities to ensure that relevant societal actors will benefit from your project. For example, results will be used in policy briefings to impact on policymaking.

For additional support in communication, dissemination and exploitation activities, use services by the EC:

- [Open Research Europe](#) for rapid and transparent publishing.
- [Horizon Results Platform](#) a repository results of EU-funded research and innovation projects.

¹⁰ Objectives should be specific, measurable, achievable, realistic and timely.

- [Horizon Results Booster](#) support services to boost the exploitation potential of your research results.
- [Innovation Radar](#) to identify high potential innovations.
- [HS Booster](#) – Standardisation support for research and innovation projects (Horizon 2020, Horizon Europe and Digital Europe projects)¹¹
 - Strategy for the management of intellectual property, foreseen protection measures: if relevant, discuss the strategy for the management of intellectual property, foreseen protection measures, such as patents, design rights, copyright, trade secrets, etc., and how these would be used to support exploitation.
- Mention who you will seek advice from in your institution on these matters (e.g., technology transfer office, IPR office).
- Will you receive training in IP management/commercialisation? You can cross reference to section 1.3.
- Have in mind the specifics of the MSCA and relevant characteristics:
 - **Intersectoral exchange** (academic/non-academic) requires different IP policies/interest, difference in publication and exploitation
 - **International dimension** EU-MS/AC vs. third countries – different IP laws and regulations (specially for Global Fellowships)
 - Secondments focusing on **the explanation of complementary competences** of the participants (host organisation and secondment host organisation) – granting access to background/results for/by secondees (“visitors”).
- Comply with the 'MSCA rules' for IP¹² as detailed in the Grant Agreement (Article 16).
- **Global Fellowships:** describe how you have decided to “allocate” IP between the two hosts.
- If not applicable in the short-term or immediately after your project, describe how your results may be applicable in the long-term (early-stage/discovery-based research is seldom applicable immediately).
- **IPR must always be respected:** refer to IP department of your institution, refer to the partnership agreement.

 All measures should be proportionate to the scale of the project and should contain concrete actions to be implemented both during and after the end of the project.

¹¹ The **HS Booster** initiative offers expert services to European projects, helping to increase and valorize results by contributing to the creation or revision of standards. It provides practical guidance for assessing project readiness and connecting with standardization experts. Additionally, the HS Booster includes a training academy with a diverse range of courses and online sessions.

¹² For additional information on IPR, you can consult EU IP Helpdesk materials:

- [Your Guide to Intellectual Property Management in Horizon Europe](#)
- [IPR FAQ on MSCA](#)
- [Recording of EU - Webinar: IP in EU funded projects with a special focus on MSCA](#) (register for free to access).

STRENGTHS – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The proposal presents a well-defined and realistic plan for the dissemination of its scientific results through articles and conferences, presentations of their work at weekly group seminars, and a short in-house lecture series.
- The dissemination measures are overall appropriately suited to the project's main objectives, and a series of target groups is well singled out within and outside academia (scientific and research communities; international organizations into SDG agenda; general public).
- The exploitation plan is credible, and the proposal appropriately considers IP management aiming to maximize the utilization of the planned outcomes.
- The proposal plans to protect intellectual property rights via the professional office at the host institution, which is an efficient approach.
- Communication activities and measures (e.g., website, newspapers, social media...) are clearly defined and target groups are well identified (e.g., local Science School, social media and general public); the communication to the general public will be carried out with the support of the Public Relation Office of the host institution.
- The proposal describes highly suitable impact plans for reaching academics and the general public, clearly identifying the target audience, expected impact, locations and time scales.

WEAKNESSES – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The dissemination and exploitation activities are only briefly described, with no detailed discussion on how to engage the wider community through conferences, workshop, or other non-technical activities. There is little evidence of the researcher's previous experience in such activities.
- Communication strategy for the wider audience is too generally addressed and it does not adequately provide sufficient information regarding the content and the message to be communicated to each different group and the number of communicating events. Also, tools to measure and analyse the impact of communication activities are insufficiently provided.
- The proposal does not address in sufficient detail dissemination of the project results to industry and application community.
- Intellectual property management and the way it will be shared among the researcher, the host, and the secondment institutions are not sufficiently discussed.
- The exploitation of the research results is not sufficiently well addressed. The TRL level at the end of the proposal will be high enough to initiate commercialization. However, the exploitable results are too generally presented.

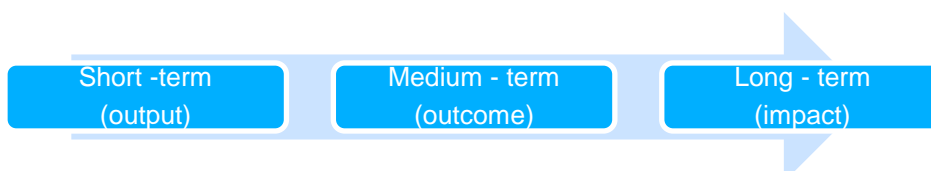
2.3. The magnitude and importance of the project's contribution to the expected scientific, societal and economic impacts

- ⚠️ Provide a narrative explaining how the project's results are expected to make a difference in terms of impact, beyond the immediate scope and duration of the project. The narrative should include the components below, tailored to your project.
- ⚠️ Be specific, referring to the effects of your project, and not R&I in general in this field. State the target groups that would benefit.
- ⚠️ The impacts of your project may be:

- Scientific: e.g. contributing to specific scientific advances, across and within disciplines, creating new knowledge, reinforcing scientific equipment and instruments, computing systems (i.e. research infrastructures);
- Economic/technological: e.g. bringing new products, services, business processes to the market, increasing efficiency, decreasing costs, increasing profits, contributing to standards' setting, etc.
- Societal: e.g. decreasing CO2 emissions, decreasing avoidable mortality, improving policies and decision-making, raising consumer awareness.

➤ Have in mind that during the Horizon Europe implementation, the European Commission aims to achieve an impact-driven programme by maximising the effect of research and innovation. To achieve this aim, the EC identified key impact pathways, that can be used by you for inspiration or information:

Key impact pathways	
Scientific impact	<ol style="list-style-type: none"> 1. Creating high-quality new knowledge 2. Strengthening human capital in research and innovation 3. Fostering diffusion of knowledge and open source
Societal impact	<ol style="list-style-type: none"> 4. Addressing EU policy priorities and global challenges through research and innovation 5. Delivering benefits and impact through research and innovation missions 6. Strengthening the uptake of research and innovation in society
Towards technological/economic impact	<ol style="list-style-type: none"> 7. Generating innovation-based growth 8. Creating more and better jobs 9. Leveraging investment in research and innovation




High-quality new knowledge	Number of peer-reviewed scientific publications	Citation index of peer reviewed publications resulting from the Programme	Number and share of peer reviewed publications from projects that are core contribution to scientific fields
Addressing EU-policy priorities	Number and share of outputs aimed at addressing specific and identified EU policy priorities and global challenges	Number and share of innovations and scientific results	Aggregated effects from use of funded results, including contribution to policy making cycle
Innovation-based growth	Number of innovative products, processes of methods and IPR applications	Number of innovations including awarded IPRs	Creation, growths and market shares of companies having developed innovations
Example	Successful demonstration trial with 3 airports of an advanced forecasting system for	At least 9 European airports adopt the advanced forecasting system that was	15% increase of maximum passenger capacity in European airports


	proactive airport passenger flow management	demonstrated during the project	
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Source: [Study to support the monitoring and evaluation of the Framework Programme for research and innovation along Key Impact Pathways](#), EC, DG Research

- Have in mind the limitation of the pages and the fact that it is a mono-beneficiary project so you should not try to address all aspects of the key pathways. The concept of key pathways to impact could be discussed in proportion to the project and in very general terms in a proposal.
- In that respect proposals might have only one, two or all of these three elements (scientific, economic, social), depending on:
 - the type of project (different disciplines and different areas can have different impacts e.g., fundamental or applied research)
 - the type of expected results
 - the scientific area or sub-area
- If quantification of impacts is not possible, you can just describe potential impact in the application. It's important that the impacts should be in line with the scale of the project.

 Only include such outcomes and impacts where your project would make a significant and direct contribution. Avoid describing very tenuous links to wider impacts.

- Have in mind the difference in outcomes and impacts between fundamental research and industrial research which is close to market.

 Give an indication of the magnitude and importance of the project's contribution to the expected outcomes and impacts, should the project be successful. Provide credible quantified estimates where possible and meaningful.

'Magnitude' refers to how widespread the outcomes and impacts are likely to be. For example, in terms of the size of the target group, or the proportion of that group, that should benefit over time;

Importance refers to the value of those benefits. For example, number of additional healthy life years; efficiency savings in energy supply.

- For the illustration of the magnitude and importance of the project contribution to outcomes and impacts you can use a table (if space permits). For example:

Expected outcome	Description	Magnitude	Importance	Expected impact

- For each expected outcome, provide quantified indicators, where possible. For example, expected revenues from new technologies, size of patient groups that will be affected by a new treatment,

- number of new jobs/potential projects/ career opportunities for the staff that will be created after a successful project, growth in the number of users of emerging technology, etc.
- Remain credible in the assessment of future expected impact and make it specific for your project and keep it proportionate to the action.
 - More examples of expected outcomes and impact are provided in the [HE Programme Guide](#).
 - Remind the evaluator of the importance of your research in addressing a challenge/priority at a European/Global level. For example, will your research contribute to:
 - [UN Sustainable Development Goals](#)
 - [Green Deal](#), [MSCA Green Charter](#), [MSCA-NET Policy Brief on Green Deal](#)
 - [Horizon Europe Missions](#) (For additional information feel free to consult [MSCA-NET Policy Brief on Missions in HE](#))
 - Embed your project into those overarching goals – how do they contribute? At a very small scale is perfectly fine. For the SDGs, when you find the applicable SDG(s), you can indicate a specific target inside the mentioned goal. For defining SDGs, feel free to use the [JRC KnowSDGs Platform](#)¹³ which can help you to integrate the SDGs into the impact section of your proposal.
 - Demonstrate that you do not only know about the MSCA, but about relevant EU strategies.

STRENGTHS – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The impact of the proposal beyond its immediate scope is increased since the envisaged results are highly relevant also for different industries, which are not in the direct focus of the proposal.
- Beyond the immediate scope, the proposal will establish a long-term collaboration between leading labs in Europe and the US and it will significantly advance the development of multi-modal optical probes for biomedical applications. There is an excellent long-term impact reasonably to be expected.
- The societal contributions of the proposal are well evidenced as the results are convincingly contributing to different Sustainable Development Goals (SDGs) of the UN Agenda 2030.
- The magnitude of the proposal's contribution is realistically and clearly described with some excellent potential for economic impact and creating new market opportunities. This includes potential plans to start a new consultation service based on the proposal results and experience.
- The proposal is very timely and will have an important scientific and societal impact, given the novelty of the methodological approach and the social relevance of the research questions.

WEAKNESSES – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The proposal lacks a clear identification of the research contribution to the scientific, societal and economic areas. Moreover, the impact beyond the immediate scope of the proposal is not convincingly presented.
- No adequate estimate of the scientific medium- and long-term impact of the project is discussed. Also, the impact on other science areas is not very convincing as the link appears very indirect.
- The quantified estimates in terms of magnitude and importance of the proposal's contribution to the expected outcomes and impacts are not sufficiently described.

¹³ KnowSDGs (Knowledge base for the Sustainable Development Goals) is a web platform that provides tools and organizes knowledge on policies, indicators, methods and data to support the evidence-based implementation of the SDGs.

- Given the project's significant potential for societal impact, the proposal insufficiently discusses how this impact can be maximized. (i.e., how will findings be used to address problems associated with "fake news" or other forms of low quality)
- The scientific, economical/technological and societal impact beyond the immediate scope and duration of the project are insufficiently credible since some useful indicators or new collaborations are not sufficiently considered.

3. **Quality and Efficiency of the Implementation** #@WRK-PLA-WP@# #@CON-SOR-CS@# #@PRJ-MGT-PM@#

3.1 *Quality and effectiveness of the work plan, assessment of risks and appropriateness of the effort assigned to work packages*

At a minimum, address the following aspects:

- Brief presentation of the overall structure of the work plan, including deliverables and milestones.
- Keep this concise. You do not have space to repeat yourself (1-2 paragraphs or bullet points are enough).
- Refer to your tasks in the work plan table in the next sub-section below.
- Describe how the work packages, their timing and the workload make sense (especially if you have parallel or inter-dependent tasks). Have in mind the duration (how long it takes for something to finish), effort (the amount of work that goes into finishing a task), and the number of resources it takes for something to get done.
- Explain why the length of the fellowship (the number of person months) is appropriate to complete all the work foreseen in the work packages.
- Aim to highlight the strengths and feasibility of the work plan.
- Timing of the different work packages and their components;
- It is not recommended to have more than 6 work packages for a 2-3 year mono-beneficiary project.
- **In line with that, it is not recommended to have more than 2-3 research work packages.**
 - These can run sequentially or concurrently and should be interconnected.
 - Ensure they are in line with details provided earlier in research objectives and methodology.
- **WP for management**
 - Examples of tasks include meetings with supervisor(s), reporting to the EU (financial and technical reports at the end of the fellowship), partnership agreement between two host organisations (if including a secondment and/or non-academic placement, etc.).
- **WP for training and transfer of knowledge**
 - Tasks/events should match the details in 1.3
- **WP for dissemination/exploitation, communication/public engagement**
 - Tasks/events should match the details in 2.2
 - It is important to have specific examples of dissemination & communication activities rather than listing general examples.

- There is no need for a detailed work plan for the non-academic placement, but it must be mentioned in the Gantt chart and noted, where relevant, in the research work packages.
- If the project has ethics requirements, an ethics WP will be automatically added once the project is selected for funding.
- The secondments and the non-academic placement should be displayed in the Gantt chart as well

Keep in mind that the MSCA Work programme lists mandatory deliverables for Postdoctoral Fellowships that will have to be submitted in projects selected for funding:

- **Mobility declaration** submitted within 20 days of the start of the research training activities and updated (if needed) via the Funding & Tenders Portal Continuous Reporting tool;
 - **Career development plan** of the recruited researcher, submitted at the beginning of the action (not later than 6 months after its start) and updated if needed throughout the project;
 - **Data management plan** submitted within the first 6 months of the project;
 - **Plan for the dissemination and exploitation** of results- an updated version will be due one month before the end of the project. Have in mind that the plan for the dissemination and exploitation is a living document. At the beginning of the action, you should prepare a first draft preliminary plan and then update it throughout the duration of the project (even afterwards).
 - **Evaluation questionnaire** completed by the recruited researcher and submitted at the end of the research training activity; a follow-up questionnaire submitted two years later;
- **Include the career development plan, the data management plan and the plan for the dissemination and exploitation of results in their respective WPs and in the Gantt chart.**
- Mechanisms in place to assess and mitigate risks (of research and/or administrative nature).
 - Explain how the research, training and career planning will be monitored and how the quality of deliverables will be assured (regular meetings with supervisor and project management support (for example financial department, technology transfer office, research office support, etc.).
 - Identify specific risks that could affect your project, i.e., delay the progress of deliverables and milestones (e.g., delayed start, supervisor leaving the project, equipment failure, insignificant results, risks associated with dissemination, exploitation, and communication, and risks associated with managerial and institutional support, etc.) and for mitigation measures (how to prevent the risks) and include contingency plans (what to do if the risks happen).
 - It is important to include both scientific and non-scientific risks.
 - With the description of the risk, include likelihood of each risk (low, medium, high), the impact it would have (low, medium, high) and connect them with relevant WP.
 - Note that if no risks and corresponding alternative strategies are mentioned, it is considered a major weakness.

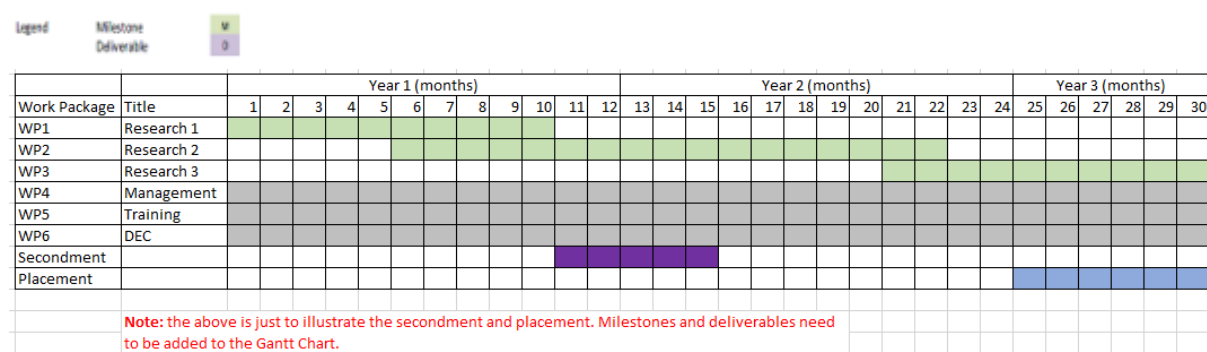
A Gantt chart must be included and should indicate the proposed Work Packages (WP), major deliverables, milestones, secondments, placements, if applicable. This Gantt chart counts towards the 10-page limit.

⚠ The schedule in the Gantt chart should indicate the number of months elapsed from the start of the action (Month 1, Month 2, etc.) but no actual dates.

- You must include a Gantt chart – see an example of a Gantt chart below. Ensure that the font size complies with the minimum font size requirement (8 pt). Reviewers are likely to notice font sizes in screenshots as well, so make sure they are legible.
- Adapt as needed according to the activities you have proposed in the WPs (3.1).

- Remove any columns for a duration longer than that of your proposal.
- Add as much detail as needed for your proposal. A Gantt chart includes the following:
 - Work package titles (there should be at least 1 WP);
 - If space allows, you can include the major tasks for each WP.
 - Indication of major deliverables (label them and connect with corresponding WP – D1.1, D1.2...) – don't forget mandatory project deliverables e.g., Data Management Plan, Career Development Plan, Plan for Dissemination and Exploitation.
 - Indication of major milestones (name them and connect with corresponding WP – M1.1, M1.2...),
 - Secondments, if applicable;
 - Non-academic placement), if applicable.

Example of Gantt chart:



STRENGTHS – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The work plan is very good and includes a well-formulated arrangement into work packages containing all the tasks required for carrying out the project proposal. Milestones and deliverables are clearly described and well aligned with the tasks included in each work package
- A clear Gantt chart is included and completely consistent with the structure and timings of the workflow, including deliverables, milestones, and secondment.
- Progress monitoring is very well planned, as regular meetings between the researcher and the supervisor are scheduled and regular data reports for the host laboratory/institute.
- A large number of risks have been identified and very well considered, and the contingency plans shown for these risks are very comprehensible and suitable. Regular meetings, agreements and adjustments are planned in the different stages of the proposal in order to have the risks under control at all times. Possible risks related to the methods and data collection are also well considered in the proposal and are highly convincing.
- The effort assigned to work packages including timing and duration of the different work packages is appropriate and credible. The proportion of assigned tasks across the work plan is well balanced and timelines are as expected for this type of research work.
- A clear and realistic work plan including a convincing description of the work packages, as well as quantifiable milestones and deliverables to help the assessment of the proposal's progress against a timetable, is provided. The allocation of tasks and resources is appropriate.

WEAKNESSES – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The work plan is not described in sufficient detail; the work packages are not sufficiently clarified and justified in the proposal. Their timing and duration are not credible. Furthermore, the milestones and deliverables are very generic.
- The administrative and training tasks and activities (e.g. management or dissemination, communication, and exploitation) are too loosely organised in terms of the time and effort needed and not assigned to specific periods in the Gantt chart.
- Insufficient consideration of scientific and/or administrative risks, and consequently, insufficiently developed contingency plan, might cause a delay of some work packages and even project completion delay.
- The assessment of risks is insufficiently prepared with insufficient reference to risks associated with dissemination, exploitation, and communications, and risks associated with managerial and institutional support.
- The planned effort assigned to work packages and their timetable are not quite fully convincing as they do not sufficiently consider the need for time-overlapping of WP's to enable the argued spill-over effect between field trips and academic & artistic research.
- The overlap of multiple tasks in some work packages makes the action dense and this can be a potential problem impacting the timely completion of the work. It is unclear how experiments will be managed in the same timeframe.
- Given the complexity of the proposal, the teaching responsibilities can hamper the timely completion of the deliverables

3.2 *Quality and capacity of the host institutions and participating organisations, including hosting arrangements*

At a minimum, address the following aspects:

- Hosting arrangements, including integration in the team/institution(s) and support services available to the researcher.
 - Describe the research group(s)/environment as a whole (various disciplines, opportunities to collaborate during the fellowship, number of people in the research group, technical support etc.).
 - Explain clearly how you will be integrated into this research group(s)/environment and the wider host institution(s) – internal meetings, introduction days, social activities, refer back to training courses that are offered etc.
 - Include any support from HR services (hosting agreement, work contract, familiarisation with internal procedures) and [EURAXESS centre](#) (if applicable) assisting you with reallocation to the host country and research environment.
 - If applicable, indicate if your host organisation is involved in the HRS4R process (HR Excellence in Research label).
 - **For Global fellowship:**
 - Specify the practical arrangements in place at your host organisation in the third country to host a researcher coming from another country (visa process etc.).
 - Explain the integration into the research team/environment.
 - Remember: the researcher can spend first 3 months in European host for preparation (mention this here, if applicable).

- Incoming phase (return to European host): specify the measures planned for the successful (re)integration of the researcher.
- Quality and capacity of the participating organisations, including infrastructure, logistics and facilities. Additional information should be outlined in Part B-2 Section 5 (“*Capacity of the Participating Organisations*”).
- In short, explain that you will have access to research/technical infrastructure (equipment, labs, software, technology, data sources, access to end users), access to administrative infrastructure (staff training resources, library use, access to the finance office, the research office or your personal working space etc.) that will assure a smooth execution of your project.
- It is not necessary to explain what the infrastructure is as you may not have space, you can though refer to B2- Section 5 where there are further details on infrastructure.

For secondment and non-academic placement hosts:

- Describe the research team/environment, explain the integration into team/environment, that you will have access to research/technical and administrative infrastructure and a dedicated work space.

Note that for GF, both the quality and capacity of the outgoing Third Country host and the return host should be outlined.

•

Associated partners linked to a beneficiary¹⁴

If applicable, outline here the involvement of any 'associated partners linked to a beneficiary' (in particular, the name of the entity, the type of link with the beneficiary and the tasks to be carried out).

- If your host organisation has an associated partner linked to them where you will spend some part of the research (for example if you are at university but one of the research infrastructures is available on associated Faculty/ Institute) you will need to briefly describe the nature of the association or affiliation and the role of this organisation in your fellowship and the research project.
- Explain what part of research will be conducted within this partner organisation and what infrastructure will be used.

STRENGTHS – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The host institution’s quality and capacity for the proposed work is precisely specified, has established competencies in areas related to this proposal, has all the necessary infrastructure and suitable facilities to implement this proposal, and is prepared to provide all needed administrative support.
- In terms of infrastructure, logistics and facilities, the main host, the outgoing host and the secondment host have excellent and adequate research and administrative environments to support the researcher and the proposal.
- The host laboratory is well organized with a well-structured supervision scheme. The progress monitoring approach is well described, taking into account regular individual meetings with the supervisor and weekly group meetings.

¹⁴ See the definitions section of the MSCA Work Programme for further information.

- The hosting arrangements are of high quality, ensuring the researcher's seamless integration into the host team. The host institution offers a collaborative environment, with robust academic and administrative support that facilitates the researcher's integration and professional development.
- The researcher would be allocated appropriate office resources (desk, workstation, laboratory space) within the facilities of the host team, as well as access to necessary software. Participation in group meetings and biweekly meetings with the supervisor and team building activities as well as seminars at the host institution would ensure effective team integration.
- Both prestigious host institutions and the renowned institution where the secondment would take place suit the planned research project very well, especially with regards to both the scientific environment (which complement each other in this regard) and the infrastructure, as well as with respect to the institutional support provided to the researcher.

WEAKNESSES – EXAMPLES FROM PREVIOUS EVALUATION SUMMARY REPORTS

- The integration measures of the researcher at the group level are insufficiently described.
- Hosting arrangements are not sufficiently described, which raises questions about the efficacy of the integration of the researcher in the host institution, and about the availability of support services for the researcher.
- The proposal fails to sufficiently address the hosting arrangements and the facilities in the non-academic placement, and how the researcher will be integrated in their team.
- Insufficiently detailed information is offered on the infrastructure and equipment at the host institution that will support achieving the research objectives.
- The proposal does not provide a clear description of non-scientific hosting arrangements involving support services related to accommodation, administration, and integration of the researcher throughout the fellowship.
- The description of overall management structure and the monitoring actions such as meetings with the supervisor lack detail. The integration of the researcher into the research group is not well described.

Part B2 (no overall page limit applied)

4. CV of the researcher (indicative length: 5 pages)

Any information provided in Parts A and B of the proposal should be fully consistent. Always mention full consecutive dates (using format: dd/mm/yyyy). The CV should include the standard academic and research record. Any research career gaps and/or unconventional paths should be clearly explained and the dates must match the ones provided in Part A (if applicable).

At a minimum, the CV should contain:

- a) The name of the researcher;
- b) Professional experience (most recent first, with exact dates in format dd/mm/yyyy);
- c) Education, including PhD award date (most recent first, with exact dates in format: dd/mm/yyyy).

The CV should include information on:

- Publications in peer-reviewed scientific journals, peer-reviewed conference proceedings, and/or monographs (they are expected to be open access either published or through repositories) and other outputs such as data, software, algorithms significant for your research path (they are expected to be open access in appropriate repositories to the extent possible; they should be accompanied by a very short qualitative assessment of their scientific significance and not by the Journal Impact Factor);
- Invited presentations to internationally established conferences and/or international advanced schools;
- Organisation of international conferences, including membership in the steering and/or programme committee;
- Research expeditions led by the researcher;
- Granted patent(s);
- Examples of participation in industrial innovation;
- Prizes and Awards;
- Funding received so far;
- Supervising and mentoring activities;
- Other items of interest.

Applicants who have successfully defended their doctoral thesis *before* the call deadline but who have not yet formally been awarded the doctoral degree must clearly indicate the date of the successful, unconditional PhD defence (“viva”). Researchers having their doctoral thesis defence *after* the call deadline will be automatically declared ineligible for this call.

Should the proposal be shortlisted for funding, all participating organisations will have to be registered with the European Commission’s Participant Register Services. Therefore where this information is already known, please provide in Table 5.1 the (draft or validated) nine digit Participant Identification Code (PIC) for the beneficiary and, where applicable, each associated partner.

5.1 Template table: *Overview of Participating Organisations*

Organisation role	PIC	Legal Entity Short Name	Academic organisation (Y/N)	Country	Name of Supervisor
Beneficiary					
Associated partner linked to a beneficiary (if applicable)					
Associated partner for outgoing phase (mandatory for GF)					
Associated partner for secondment (if applicable)					
Associated partner for non-academic placement (if applicable)					

5.2 Template table: Capacity of the Participating Organisations

Please complete a separate table for each participating organisation. For the beneficiary, this table should be maximum 1 page in length; for each associated partner, the table should be maximum ½ page in length.

- If you are applying for a Global Fellowship you need to have at least 2 tables -one for the beneficiary in MS/AC (return phase host) and another one for the host organisation (associated partner) in the third country. For the associated partner table, you have half a page.
- If you have an additional non-academic placement at the end of the fellowship, you need to have one table for the non-academic partner (associated partner) in the MS/AC. For the associated partner table, you have half a page.
- If you are applying for a Global Fellowship and you have an additional non-academic placement you need to have three tables -one for the beneficiary in the MS/AC (1 page) and another one for the host organisation (associated partner) in the third country, and one for the non-academic partner (associated partner) in the MS/AC.
- If you have secondments in your proposal, an additional half a page table needs to be added for each secondment host organisation as well as associated partners linked to a beneficiary. .

Choose one of: ? <i>Beneficiary (compulsory)</i> ? <i>Associated partner linked to a beneficiary (if applicable)</i> ? <i>Associated partner for outgoing phase (mandatory for GF only)</i> ? <i>Associated partner for secondment (if applicable)</i> ? <i>Associated partner for non-academic placement (if applicable)</i>	
[Full name + Legal Entity Short Name + Country]	
General description	
Role and profile of supervisor	
Key research facilities, Infra-structure and Equipment	<p><i>Demonstrate that the beneficiary has sufficient facilities and infrastructure to host and/or offer a suitable environment for training and transfer of knowledge to the recruited experienced researcher.</i></p> <p><i>If applicable, indicate the name of the associated partner linked to a beneficiary and describe the nature of the link in the corresponding table.</i></p> <p>➤ <i>List the particular infrastructure and/or equipment available to you and your project, along with the facilities and amenities that will be available to you for your training and transfer of knowledge.</i></p>
Previous and current involvement in EU-funded research and training programmes/actions/projects	<p><i>Indicate up to 5 relevant EU, national or international research and training actions/projects in which the institution/department has previously participated and/or is currently participating.</i></p>

6. Additional ethics information

Additional information that could not be included in Part A of the proposal (if needed).

- If you entered one or more ethical issue/s in the ethical issues table in part A of the proposal, then you must also submit an ethics self-assessment field in part A. You can consult an EU guide on [How to complete your ethics self-assessment](#)
- Read [Research, risk-benefit analyses and ethical issues: A Guidance Document for Researchers Complying with Requests from the European Commission Ethics Reviews](#)

- If no ethics issues are associated with your project, then you should still use this heading and state that the proposal does not pose any ethics issues.
- More information on ethics issues in Horizon Europe is available in:
- [REGULATION \(EU\) 2021/695](#) - articles 18. and 19.
- [Work Programme 2023-2025 – General Annexes](#) – Ethics part starts on page 13.

7. Additional information on security screening

Additional information on security aspects that could not be included in Part A of the proposal (if needed).

8. Environmental considerations in light of the MSCA Green Charter

Please explain how the proposed project would strive to adhere to the MSCA Green Charter¹⁵ during its implementation. Please indicate here - max 1/2 page - what actions you propose to take to ensure the sustainable implementation of project and to mitigate its environmental impact, in line with the principles set out in the MSCA Green Charter.

9. Required for Global Fellowships only: Letter of commitment from the associated partner hosting the outgoing phase

Use this section to add scanned copies of the letter(s) of commitment, if applicable.

Minimum requirements:

- With heading or stamp from the institution;
- Up-to-date document, i.e. not dated prior to the call publication;
- Demonstrating the will to actively participate in the (identified) proposal;
- Explanation of the precise role.

Any additional information the organisation deems useful can be added in the letter.

In case the letter fails to provide enough information on the associated partner's role and/or enough assurance of their commitment in the project (e.g. no signature, wrong proposal references, outdated letter...), the experts may penalise the proposal on these aspects under the implementation evaluation criterion.

For GF proposals the absence of a letter of commitment will render the proposal inadmissible and the proposal will not be evaluated.

¹⁵ MSCA Green Charter https://ec.europa.eu/msca/green_charter

Non-binding example of template letter of commitment for PF associated partners:

I undersigned *[title, first name and surname]*, in my quality of *[role in the organisation]* in *[name of the organisation]* commit to set up all necessary provisions to participate as associated partner in the proposal *[proposal number and/or acronym]* submitted to the call HE-MSCA-2025-PF, should the proposal be funded.

On behalf of *[name of the organisation]*, I also confirm that we will participate and contribute to the research, innovation and training activities as planned in this project. In particular, *[name of the organisation]* will be involved in *[free field for any additional information that the participating organisation wishes to indicate in order to describe its role and contribution to the project]*.

I hereby declare that I am entitled to commit into this process the entity I represent.

Name, Date, Signature