



EuroTechPostdoc2 Programme

Marie-Curie fellowships within the EuroTech Universities Alliance

Rules and regulations

Call deadline: February 24, 2022

This project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 899987



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Definitions

The **EuroTech Universities Alliance** is a strategic partnership of leading universities of science & technology: Technical University of Denmark (DTU), École Polytechnique Fédérale de Lausanne (EPFL), École Polytechnique (L'X), Technion Israel Institute of Technology, Eindhoven University of Technology (TU/e), and Technical University of Munich (TUM) (herein after the 'EuroTech partners').

The fellowships should be a **collaborative project** between at least two EuroTech partners. This collaboration can take place in the form of secondments and short visits, field research, and via virtual tools (web conferences).

The **Host Institution** is the institution employing the fellow. Within EuroTechPostdoc2, four universities can act as Host Institution, being: Technical University of Denmark (DTU), École Polytechnique (L'X), Eindhoven University of Technology (TU/e), and Technical University of Munich (TUM).

The **Co-host Institution** is the collaborative partner within the fellowship project. Within EuroTechPostdoc2, all six EuroTech partners can act as Co-host Institution.

The **Host Supervisor** is a Professor or a Senior Scientist, employed¹ at the Host Institution, who is the main supervisor of the fellow.

The **Co-host Supervisor** is a Professor or a Senior Scientist, employed¹ at the Co-host Institution, who is the main supervisor of the fellow during secondments, research stays, and other visits to the Co-host Institution, and a co-supervisor during the remainder of the project.

The **Host Group/Department** is the group/department in which the Host Supervisor is working.

The **Experienced Researcher (ER)** must be, at the date of the call deadline, in possession of a doctoral degree or have at least four years of full-time equivalent research experience.

Research Experience is a period of activity in research proven by e.g. a work contract, a scholarship, a study certificate.

Full-Time Equivalent Research Experience is measured from the date when a researcher obtained the degree entitling him/her to embark on a doctorate (either in the country in which the degree was obtained or in the country in which the researcher is recruited or from where he/she is seconded), even if a doctorate was never started or envisaged.

The **MSCA transnational mobility rules** state that researchers may not have resided or carried out their main activity (work, studies, etc.) in the country of the Host Institution for more than 12 months in the 3 years immediately before the call deadline (2022 call: February 25, 2019 – February 24, 2022). Time spent as part of a procedure for obtaining refugee status under the Geneva Convention, compulsory national service and/or short stays such as holidays are not taken into account.

¹ In the case of l'École Polytechnique à Paris, the Host and Co-Host supervisors could also be working at one of the 'Unités Mixtes de Recherche (UMR)' at that institution

Programme Management Office (PMO) is the team of programme managers located at each participating university, which is responsible for the dissemination, eligibility check, as well as all communication with applicants, external experts, ethics commissions and the EuroTechPostdoc2 Selection Committee prior, during and post the selection process, including sending out the results of the evaluation.

The **reviewers** are internationally renowned external experts from academic and non-academic research institutions, the public sector or the industry. The reviewers are not working in the countries in which the Host and Co-host Institutions are based, and they are not affiliated to any of the EuroTech Universities.

Rules and regulations

SECTION 1 GENERAL PROVISIONS

Art. 1 Sphere of application

1. The EuroTechPostdoc2 programme grants fellowships to excellent experienced researchers with the objective of providing them with exceptional research and career development opportunities thanks to the joint capacity and complementary training options offered at the six universities of the EuroTech Universities Alliance (Technical University of Denmark – DTU, École Polytechnique Fédérale de Lausanne – EPFL, École Polytechnique Paris – L’X, Technion Israel Institute of Technology - Technion, Eindhoven University of Technology – TU/e, and Technical University of Munich – TUM).
2. The fellowships are granted for postdoctoral research.
3. Any topic covered under Annex I of the EURATOM Treaty cannot be funded.
4. Fellowships may be requested for topics that fit within the research of any of the EuroTech Universities Alliance’ partners.
5. The fellow must conduct the proposed research in a laboratory of one of the universities of the EuroTech Universities Alliance (herein after “**Host Institution**”) and under the supervision of a Professor or a Senior Scientist (herein after “**Host Supervisor**”) employed in that institution or in the case of l’École Polytechnique à Paris, working at one of the ‘Unités Mixtes de Recherche (UMR)’ at that institution.
6. The proposed research should be a **mandatory collaborative project** between the Host Institution and another participating EuroTech university (herein after “**Co-host Institution**”). This collaboration can take place in the form of secondments, research stays, short visits, field research and/or web conferences
7. Supervision at the Co-host Institution is done by a Professor or a Senior Scientist (herein after “**Co-host Supervisor**”) employed in the Co-host Institution, or in the case of l’École Polytechnique à Paris, working at one of the ‘Unités Mixtes de Recherche (UMR)’ at that institution.
8. Four universities within the EuroTech Universities Alliance can act as Host Institution: Technical University of Denmark (DTU), L’École Polytechnique à Paris (l’X), Eindhoven University of Technology (TU/e), and Technical University of Munich (TUM).
9. All six universities within the EuroTech Universities Alliance can act as Co-host Institution.

Art. 2 Start, duration and budgets of the fellowship

10. The fellowship consists of a monthly salary for the postdoctoral researcher based on the salary scale of the Host Institution and is granted for a period of twenty-four (24) months, and a dedicated Career development and research budget (up to €8,000) and Collaboration and travel budget (up to €6,000) related to the project.
11. The monthly salary is among others dependent on the Host Institution. Below, we therefore mention the minimum gross salary per institution. The actual salary will be based on the experience and qualifications of each postdoctoral researcher.
 - a. DTU: The minimum gross salary for DTU fellows is 40,543 DKK, including a pension contribution of 17,1% (based on the collective agreements (AC overenskomst)).
 - b. l’X: The minimum gross salary for l’X fellows is 3,080 EUR.
 - c. TU/e: The minimum gross salary for TU/e fellows is 3,353 EUR (Salary scale 10.4, in accordance with the Collective Labor Agreement for Dutch Universities.) Additionally,

fellows receive an annual holiday allowance of 8% of the yearly salary, plus a year-end allowance of 8.3% of the annual salary.

- d. TUM: The minimum gross salary for TUM fellows is 4,074.30 EUR (Payment Group TV-L E13 level 1, on the basis of the collective agreement for the public service of the federal state of Bavaria).
- 12. The Career development and research budget is a fixed amount of up to €8000 per fellowship. This amount is intended to cover the costs associated with the fellow's project as outlined in the Research Plan of the proposal, including, but not limited to:
 - a. the cost of attending the 2 compulsory Bootcamps (1 week each) at one of the EuroTech partner universities
 - b. the potential costs of open access publication (which is compulsory in projects receiving EU funding), maximum embargo of 6 months (12 months for social sciences and humanities) after publication)
 - c. attending career development and training courses
 - d. attending conferences & meetings
 - e. outreach and communication activities
- If sufficient, this amount could also help to cover the cost of the research (e.g. consumables, small equipment, access to databases...), as appropriate.
- 13. The Collaboration and travel budget is a fixed amount of up to €6000 per fellowship, to cover the expenses related to the collaboration with the Co-Host Supervisor described in the proposal (including travel and accommodation expenses during secondments and/or visits to the Co-Host Institution). If sufficient, this amount can also be used for other collaborative travels directly related to the research proposal.
- 14. Additional Career development and research costs, and additional Collaboration and travel cost necessary to conduct the fellow's project as outlined in the Research Plan of the proposal is covered by the Host Department or Host Group and negotiated individually.
- 15. Prolongation of the fellowship is not possible. Should the department wish to employ the fellow after the termination of the EuroTechPostdoc2 fellowship, a new contract must be drawn.
- 16. Fellowships cannot be granted retroactively.
- 17. Fellowships must start before February 1, 2023 (2022 call).

Art. 3 Management of the programme

- 18. The programme is managed by a **Programme Management Office** (herein after "PMO") composed of programme managers located at each participating university. The PMO is responsible for the dissemination, eligibility check, as well as all communication with applicants, external experts, ethics commissions and the EuroTechPostdoc2 Selection Committee prior, during and post the selection process, including sending out the results of the evaluation.
- 19. The PMO is not responsible for the management of the fellows' individual project.

Art. 4 Selection Committees

- 20. Fellowships are awarded through an independent, international, peer-review process designed to ensure excellence. The evaluations are performed by internationally renowned external experts from academic and non-academic research institutions, the public sector or the industry (herein after "reviewers").
- 21. The reviewers are not working in the countries in which the Host and Co-host Institutions are based, and they are not affiliated to any of the EuroTech Universities..

22. The recruitment of reviewers follows the directives laid out in the “European Charter for Researchers” and “Code of Conduct for their Recruitment” (Charter and Code). All reviewers remain anonymous before, during and after the evaluation process to ensure that they are not contacted by applicants or potential (Co-)Host Supervisors.
 23. The final decision on the attribution of the fellowships is taken by the EuroTechPostdoc2 Selection Committee (herein after “EPSC”). The EPSC consists of the EuroTech Universities Alliance Governing Board with one representative of the executive board of each university of the EuroTech Universities Alliance. The six members of the EPSC formally approve the applicants per university per call who will be offered a fellowship according to the final rankings prepared by the PMO.
 24. The Ethics Commission(s) of the respective Host Institution conducts ethics review and ethical clearance of proposed research projects with ethical issues confirmed by the external experts.

SECTION 2 FORMAL REQUIREMENTS

Art. 5 Eligibility

25. Citizens of any nationality may apply. There are no restrictions concerning age, gender, religion, ethnicity, sexual orientation, political views, language or nationality of the applicants.
 26. To be considered **admissible**, the application must be complete and submitted in the electronic submission system before the deadline of the call.
 27. For an application to be **complete**, it must contain the following elements:
 - a. Research plan (maximum five (5) pages, following the mandatory template provided).
 - b. Prioritized CV - including career breaks and list of all publications of the applicant, following the template provided.
 - c. Completed and signed ethical issues form, following the mandatory template provided.
 - d. Scanned copy of PhD diploma or an official statement of the awarding university that the degree has been awarded, or official statement(s) proving the four years of full-time equivalent research experience in English.
 - e. Names of intended Host Supervisor and intended Co-host Supervisor.
 - a) The Host Supervisor could be from the following Host Institutions: Technical University of Denmark – DTU, École Polytechnique Paris – L’X, Eindhoven University of Technology – TU/e, and Technical University of Munich – TUM.
 - b) The Co-host Supervisor could be from the following Co-host Institutions: Technical University of Denmark – DTU, École Polytechnique Fédérale de Lausanne – EPFL, École Polytechnique Paris – L’X, Technion Israel Institute of Technology - Technion, Eindhoven University of Technology – TU/e, and Technical University of Munich – TUM.
 - f. Motivation letter on carrying out a cross-border collaborative project (maximum one (1) page; additional pages will be discarded).

Note that templates are provided for the research plan, CV and ethical issues form. It is mandatory to follow these templates, meaning that 1. The structure is used (sections, subsections etc.) and 2. The guidelines for formatting are followed (font, font size, spacing, margins). Not following the templates will lead to the submission being non-admissible, and rejected because of that.

28. To be considered **eligible**, applicants must fulfil the following eligibility criteria:

 - In agreement with Horizon 2020: 2018-2020 Work Programme for Marie Skłodowska-Curie Actions, applicants to EuroTechPostdoc2 must be **Experienced Researchers**.

namely they must, on the call deadline (2022 call: February 24, 2022), be in possession of a doctoral degree or have at least four years of full-time equivalent research experience. Full-Time Equivalent Research Experience is measured from the date when the researcher obtained the degree entitling him or her to embark on a doctorate (either in the country in which the degree was obtained or in the country in which the researcher is recruited, or from where he/she is seconded) even if a doctorate was never started or envisaged.

- b. **Mobility Rule:** Researchers may not have resided or carried out their main activity (work, studies, etc.) in the country of the Host Institution for more than twelve (12) months in the three (3) years immediately before the call deadline. Time spent as part of a procedure for obtaining refugee status under the Geneva Convention, compulsory national service and/or short stays such as holidays are not taken into account. Exceptions related to Covid-19 can be considered, based on a case-by-case analysis.
- c. Applicants must be able to carry out **full time research** during the fellowship period (parental leave, sick leave, military leave and care leave are accepted).
- d. Research direction should follow the **H2020 Ethics rules**.

Art. 6 Application

- 29. Applicants can only submit one application for review.
- 30. All applications documents and queries should be formulated in English.
- 31. Applications must be submitted in the electronic submission system before the deadline of the call as given on the programme website.

SECTION 3 EVALUATION AND SELECTION PROCESS

Art. 7 Evaluation Criteria

- 32. Applications are assessed against criteria addressing the candidates' ability and commitment to research, the quality of the proposed research project as well as the synergy between the research proposed and the identified Host Supervisor and Co-host Supervisor, and the impact of the research project on the career development of the candidate.
- 33. The reviewers are asked to score the applications using the following evaluation criteria:

EXCELLENCE Weight 0.5
Sub-criterion 1. Scientific and Technological Quality
Quality and relevance of proposed research plan
Clear and relevant methodology
Interdisciplinary and multidisciplinary aspects
Originality/Innovative nature of the project (in relation to relevant state-of-the art)
Sub-criterion 2. Applicant Qualifications
Research experience and results (patents, publications, teaching and other results)
Qualification and background of applicant (incl. non-academic work and career breaks)
Collaboration with business partners (if relevant)
Independent thinking, creativity, leadership and mentoring abilities
Motivation for a cross-border collaborative project
Sub-criterion 3. Team Qualifications and Coherence
Quality of staff hosting the fellow
Match of proposed project and staff hosting the fellow
Match between applicant and proposal

IMPACT Weight 0.3	
Contribution of proposal and applicant to European excellence and competitiveness	
Potential impact on fellow's career	
Potential for exploitation	
Appropriateness of transfer of knowledge / dissemination activities through conferences, publications, teaching, policy briefs, etc.	
Appropriateness of communication / outreach activities	
IMPLEMENTATION Weight 0.2	
Quality of research group facilities/infrastructure and match with proposed project	
Overall coherence, effectiveness and appropriateness of the work plan (including milestones and expected results)	
Realistic plans and contingency plans	
Final Score (weighted mean) Threshold 3.5/5.0	

34. Evaluation scores are given for each one of the criteria. Each criterion will be scored out of 5. Scores are given with a resolution of one position after the decimal point.
35. There is no score for the different sub-criteria. An overall score for the main criteria is given.
36. To ensure fair treatment of the applications and to keep grades as coherent as possible, evaluators will be requested to interpret the following scale of marks rigorously and avoid grade inflation.

5	Excellent	Proposal successfully addresses all relevant aspects of the criterion. Any shortcomings are minor.
4	Very good	Proposal addresses the criterion very well, but a small number of shortcomings are present.
3	Good	Proposal addresses the criterion well, but a number of shortcomings are present.
2	Fair	Proposal broadly addresses the criterion, but there are significant weaknesses.
1	Poor	The criterion is inadequately addressed, or there are serious inherent weaknesses.

Art. 8 Selection Process

37. The full selection process is as follows:



SUBMISSION

Step 1 – On or before the deadline (24 February, 2022, before 17:00 hr. CET/GMT+1), applicants submit their proposal in the electronic submission system.

ELIGIBILITY CHECK

Step 2 – After the submission deadline, the PMO performs an admissibility and eligibility check for all submitted applications and inform the applicants by e-mail of the outcome within two weeks. Applications not fulfilling the admissibility and/or eligibility criteria are rejected and are informed by the PMO via e-mail regarding the reason for the rejection and the possibility for rebuttal on procedural shortcomings. The PMO informs remaining applicants by e-mail about the status of their application (eligible, sent to review).

EVALUATION

Step 3 – The PMO assigns three (3) external independent expert reviewers to each eligible application and appoints one of the three experts as consensus reviewer. Reviewers are asked to confirm that they have no conflict of interest for each application that they are asked to evaluate.

Step 4 – For each of the eligible applications, the experts review the application, complete the individual evaluation report, and score it according to the evaluation criteria and score chart described in Article 7. The experts also screen the proposals for any ethical issues and whether the research direction follows the H2020 Ethics rules, and state any issues in the final report.

Step 5 – The consensus reviewer is responsible for finding consensus amongst the reviewers on the score for each criterion and on the final score. The consensus reviewer summarises the strengths and weaknesses of each of the three main criteria identified by the three experts into one Evaluation Summary Report (ESR) (300-500 words). All three experts must approve the final score and ESR. In case no consensus can be reached, the PMO will appoint a fourth external expert as adjudicative reviewer. The 4th scorer will have access to all previous information (application, independent reports, draft ESR) and will draft a final assessment report and a final scoring. There will be no opportunity for the 3 scorers earlier involved to adjust or influence the 4th scorer and the final assessment report and scoring. The final score is the basis for the ranking and selection of fellows.

DECISION

Step 6 – Based on the final scores of all applications above the threshold (3.5 out of 5.0), the PMO will prepare for each Host Institution a ranked list. The PMO will contact the potential Host Supervisor and Co-host Supervisor of the highest ranked candidates with a standardized form to confirm the availability of infrastructure, supervision and resources to successfully

complete the project, and ask for a statement on ethical issues (the **viability check**). If a proposal does not pass the viability check, this proposal will be rejected.

The viability check is a crucial step before the final selection of candidates. In this step, the PMO asks the Host Supervisor and Co-Host Supervisor whether the infrastructure, supervision and resources are available to successfully complete the project. Since this check could lead to a rejection of a highly ranked proposal, we strongly advise you to contact your intended Host and Co-host supervisor before submitting the proposal, and check whether indeed the infrastructure, resources and supervision needed are available.

Step 7 - The members of the EPSC will formally approve the applicants offered a fellowship solely based on the ranking provided by the PMO and the capacity of the Host Institution and Co-host Institution to host the fellow. Fellowships will be offered to the applicants from the top of each ranking list until the maximum hosting positions available are achieved. TU/e, TUM, DTU have 10 hosting positions per call whereas L'X has 5 positions. Moreover, a waiting list per university will be used.

Step 8 – The PMO informs the applicants by e-mail of the outcome of the selection process, either a positive decision (with a copy to the Host Supervisor), position on the waiting list, or a rejection. All applicants will receive their ESR. In case of offering a fellowship, a formal letter is sent to the applicant, Host Supervisor and Co-host Supervisor confirming that a EuroTechPostdoc2 fellowship was granted to the candidate. This letter will permit Human Resources to prepare the employment contract for the fellow and to process requests for work permits/visa when necessary. The results are announced in July of each year (5 months after the submission deadlines).

Step 9 - Proposals selected for funding, and where the applicant, Host Supervisor, Co-host Supervisor or external reviewers have declared ethical issues, will need approval by the respective Ethics Committee of the Host institution. The ethical policy of EuroTechPostdoc2 is compliant with the “Charter of Fundamental Rights of the European Union” and the relevant ethics rules of H2020. If feasible, applicants should request the necessary authorizations from the concerned authorities in parallel to the evaluation of the proposal.

38. A rebuttal procedure is available after the outcome of the eligibility check (Step 2 of the selection process) to examine exceptional procedural shortcomings, for instance misunderstandings due to cultural diversity. A rebuttal procedure will not delay the decision process or information of successful applicants. For rebuttal, applicants must submit a written request to the PMO within ten working days from the date of notice on the results. The rebuttal request will be reviewed by the PMO to ensure that it concerns a valid procedural shortcoming. If valid, the PMO will re-evaluate the proposal regarding the admissibility and eligibility criteria and inform the applicant on the outcome of his/her rebuttal request within five working days after the reception of the request.
39. After the communication of the results of the evaluations, a rebuttal procedure is available to examine procedural shortcomings (not the scientific or technical judgement of the evaluators). For rebuttal, applicants must submit a written request to the PMO within ten working days from the date of notice of the results. The rebuttal request will be reviewed by the PMO to ensure that it concerns a valid procedural shortcoming. If an procedural error is made that can be corrected, this correction will be made. If a procedural shortcoming is confirmed, which cannot be corrected, and if this has a potential impact on the funding decision, the proposal will be re-evaluated by one or more new experts. The new decision will be final, even if the new score is lower than the initial one.

Art. 9 General Data Protection Regulation (GDPR)

40. The [General Data Protection Regulation](#) (EU) 2016/679 (GDPR) is a regulation in EU law on data protection and privacy in the European Union (EU) and the European Economic Area (EEA). It also addresses the transfer of personal data outside the EU and EEA areas. The GDPR's primary aim is to enhance individuals' control and rights over their personal data and to simplify the regulatory environment for international business.
41. Some of the information on intended supervisors, that we ask in the submission, is classified as **personal data** (Definition: any information that relates to an identified or identifiable living individual. This includes but is not limited to: name, email address, specifics of research experience, etc.).
 GDPR requires you to inform the intended supervisors of your project that:
 1. You plan to include their personal data in your proposal
 2. Their personal data will be shared with external evaluators.
42. If (one of) your intended supervisor(s) notifies you that they object to the sharing of their personal data, GDPR requires you to remove the personal data of the supervisor from your proposal. A submission without the information of the intended supervisors misses some details that are needed in the evaluation, and thus will be scored lower. So, in this case we recommend you to find another supervisor.
 Please note: changes in supervisors after the deadline of the call will not be accepted.
 We therefore recommend that you inform your intended supervisor(s) as soon as possible on your intention to submit a proposal to the EuroTechPostdoc2 programme and to inform them that personal data will be shared.
43. If an intended supervisor notifies the Programme Management Office (PMO) that he/she objects to the sharing of his/her personal data, and the candidate has failed to remove the personal data before submitting the application, GDPR obliges the PMO to remove the data from the application after submission. This means that some of the evaluation criteria cannot be evaluated, leading to a lower score.

SECTION 4 RIGHTS AND DUTIES OF THE FELLOWSHIP HOLDER

Art. 10 Terms of the fellowship

44. Successful applicants will be granted a fixed term employment contract at the Host Institution for the duration of the fellowship (24 months).
45. Employment contracts are issued under the condition that the fellow will be granted the necessary permits for the entire contract period (e.g. residence and work permits).
46. Fellows are appointed as full academic staff with the same working conditions and rights as other employees and researchers of their respective Host Institution.

Art. 11 Supervision

47. EuroTechPostdoc2 fellows have a personal supervisor (Host Supervisor) at their Host Institution and a personal supervisor at the Co-host Institution (Co-host Supervisor).
48. The Host Supervisor is a Professor or a Senior Scientist employed² at the Host Institution, and takes on the primary responsibility of the fellow's stay and integration into the local environment. The Host Supervisor provides guidance on scientific matters in his/her discipline,

² In the case of l'École Polytechnique à Paris, the Host and Co-Host Supervisors could also be working at one of the 'Unités Mixtes de Recherche (UMR)' at that institution

including challenging the fellow's academic work to inspire excellence in the research achievements, and counselling on career perspectives.

49. The Co-host Supervisor assists the Host Supervisor in supervision of the fellow, and will be a Professor or a Senior Scientist employed at the Co-Host Institution². The Co-host Supervisor advises the fellow on scientific matters in his/her discipline and takes on the responsibility of the fellow's research stays and integration at the Co-host Institution.
50. The Host Supervisor and Co-host Supervisor supervise the fellow through regular meetings with the fellow (at least quarterly) and commenting on his/her Personal Career Development Plan (PCDP). They provide relevant network contacts for additional collaborations, whenever relevant.
51. Fellows can optionally benefit from a mentor from outside the EuroTech universities (preferably non-academic sector). The role of the mentor is mainly to provide a different angle to the career perspective of the fellow, e.g. the opportunities in the public sector or becoming an entrepreneur. The participants have access to a pool of potential mentors now working in leading positions in industry, academia or as entrepreneurs. To address the fellow's needs and to ensure a match between fellow and mentor, the fellow will prepare a short motivation letter on his/her background and career goals. After a mentor has agreed to support the fellow, a get-to-know meeting as well as subsequent regular meetings will be scheduled.

Art. 12 Collaborative requirements and intersectoral opportunities

52. To enhance their scientific skills, interdisciplinarity, and transnational mobility, the project should be a collaborative project between the two EuroTech universities involved (Host and Co-host Institution). Secondments and other formats for academic collaboration, like short visits, field research, virtual tools (web conferences), are encouraged. Optional secondments should be maximum of 6 months in total. Secondments cannot take place during the first three months of the fellowship.
53. During secondments and other visits, the fellows have access to the research infrastructure, resources and materials, and the innovation ecosystem of the Co-host Institution, including support measures for developing and promoting their entrepreneurial skills.
54. In addition to the mandatory collaboration with the Co-host Institution, the fellow can include optional collaborative projects with the non-academic sector (e.g. research institutes, industry) and other universities all over the world. These collaborations can take the form of short research stays and secondments.
55. Applicants who at the time of submission of the proposal already initiated contacts with industry or an academic partner outside the participating universities should in their project proposal specify the purpose and expected outcome in terms of transfer of knowledge, training and career perspectives, the collaboration partner, the timing and duration of research stays, secondments and other collaboration measures as well as the expected outcome of the collaboration. A letter of intent of the collaboration partner should be included to show their commitment to the research plan.
56. If a specific industrial collaboration partner is not known at the proposal stage, the proposal should specify the non-academic sector, define the type of partner that would be suitable for the proposed research project and describe the overall purpose of the collaboration for a potential matching by the Technology Transfer Office of the Host institution.

Art. 13 Further training and career development requirements

57. To complement the fellows' training and to develop collaboration among the ETPD2 grantees, fellows will participate in the EuroTech Postdoc Academy.

58. Postdocs will attend two (2) mandatory bootcamps, one for new fellows (bootcamp 1) and one for more experienced fellows (bootcamp 2). The bootcamps are five-day events focusing on soft-skill and career development training, and intended to provide networking opportunities.
59. The fellow will also have easy access to and rights to participate in training activities at all six universities. Beyond the scientific training, all of the six universities offer a broad set of key transferable skills trainings, including training on entrepreneurship and innovation.
60. Introduction events (e.g. workshops for new employees) and casual networking events taking place at each university will also ensure the fellows' integration into the local environment and the local network.
61. The fellows will be strongly encouraged to disseminate their results through peer reviewed publications, papers at conferences, posters presentations and oral presentations and through the identification, protection and exploitation of any relevant intellectual property (IP).

SECTION 5 ADMINISTRATIVE REGULATIONS

Art. 14 Reporting Obligations during the fellowship

62. The fellow reports progress by submitting a Personal Career Development Plan (PCDP) together with annual reports, based on the template provided. Those reporting documents must be approved by the Host Supervisor and then submitted to the PMO in months 2, 13 and 21 of the fellowship.
63. The fellows have formalized career development meetings with their Host Supervisor in months 2, 13, and 21 of their fellowships.
 - a. The first PCDP will describe the type of position the fellow aims to hold 5 years after the start of the fellowship, outline the project milestones and the general purpose of the project, as well as the training and outreach activities that the fellow plans to undergo during the fellowship to reach the defined career goal. This includes training activities both on research and complementary skills (e.g. communication and management skills) as well as a long-term career strategy. This first PCDP will include plans for the research stays at the Co-host Institution and optionally other academic collaborators, plans for collaborations with the non-academic sector (including research stays) and for the EuroTechPostdoc2 bootcamps.
 - b. In month 13 the PCDP will be updated.
 - c. In month 21, the fellows and their Host and Co-Host Supervisors will have the final career development meeting. They will discuss the outcome of the research project and the pursued skills training along with future career perspectives of the fellows and document the outcome in a final career development report (based on a template provided by the PMO), which will be submitted to the PMO.
 - d. Each Host Institution will have a local training officer, to provide support to the fellows and supervisors on the establishment of a training programme for each fellow. Contact details of the local training officers will be shared with fellows after starting their projects.
64. In month 13 and 21 the fellow will submit the annual report. The report has to be approved by the Host and Co-Host Supervisors and will briefly outline the progress and outcome of the project, as well as explain discrepancies from the original and modified plan. The annual report is integrated in the PCDP and will be evaluated by the PMO together with the PCDP.
65. The PMO assesses the PCDP and annual reports to evaluate if the project is on track and if the fellow is well integrated into the universities. In the cases of serious inconsistencies, the PMO contacts both the fellow and Host Supervisor to clarify the matters or suggest revisions.

Art. 15 Intellectual Property Rights Issues

66. Research results of EuroTechPostdoc2 fellows with commercial potential are protected by patenting and licensing in accordance with the Intellectual Property Rights policy decided between the universities of the EuroTech Universities Alliance. In general, results created by fellows belong to the university which employs them (Host Institution).
67. In the event the results are generated within the collaboration project as described in article 12, and where it is not possible to: i) establish the respective contribution of each university; or ii) separate them for the purpose of applying for, obtaining or maintaining their protection, the parties will adhere to the terms of the partnership agreement signed by the partner universities.
68. The Technology Transfer Offices at each university manage the intellectual property resulting from research, evaluate new inventions, negotiate and approve research contacts with industrial partners, license technology and support the creation of start-ups.

Art. 16 Acknowledgment and Open Access

69. Results and outputs obtained during the fellowship must display the European Union emblem and include the following statement: "This project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 899987".
70. Fellows must ensure Open Access to all peer-reviewed scientific publications relating to their results. In particular, they must:
 - a. As soon as possible and at the latest on publication, deposit a machine-readable electronic copy of the published version or final peer-reviewed manuscript accepted for publication in a repository for scientific publications; Moreover, the fellow must aim to deposit at the same time the research data needed to validate the results presented in the deposited scientific publications.
 - b. Ensure open access to the deposited publication — via the repository — at the latest:
 - a) On publication, if an electronic version is available for free via the publisher, or
 - b) Within six months of publication (twelve months for publications in the social sciences and humanities) in any other case.
 - c. Ensure open access — via the repository — to the bibliographic metadata that identify the deposited publication.

The bibliographic metadata must be in a standard format and must include all of the following:

 - a) the terms "Marie Skłodowska-Curie Actions";
 - b) the project name, acronym and grant number;
 - c) the publication date and length of embargo period;
 - d) a persistent identifier.

Art. 17 Parental and Long-term Sick Leave, and Military Service

71. Fellows are entitled to parental leave according to the national laws of the country of the Host Institution. The PMO will adjust the end date of the fellowship accordingly.

72. In case of serious illness or accident, fellows are entitled to long-term sick leave according to the national laws of the country of the Host Institution. The PMO will adjust the end date of the fellowship accordingly.
73. In case of military service, the fellow may request suspension from the fellowship.
74. Approval for any other interruption / suspension of the fellowship must be obtained from the PMO before the start of the interruption / suspension.

Art. 18 Research Integrity and Good Laboratory Practice

75. All fellows must follow the regulations governing scientific research of their respective Host Institution.
76. The Host Supervisor and Co-host Supervisor shall fully inform the fellow of the relevant guidelines for research integrity and good scientific practice in force in their respective university and will ascertain the fellow's acknowledgement and agreement with those guidelines.

SECTION 6 OBLIGATIONS HOST AND CO-HOST SUPERVISORS

To be more clear on the obligations of the Host and Co-host Supervisors, we hereby repeat the articles on these obligations as stated before.

Art. 19 Host Supervisor / Institution obligations

77. The Host Supervisor is a Professor or a Senior Scientist employed at the Host Institution³, and takes on the primary responsibility of the fellow's stay and integration into the local environment. The Host Supervisor provides guidance on scientific matters in his/her discipline, including challenging the fellow's academic work to inspire excellence in the research achievements, and counselling on career perspectives.
78. The Host Supervisor and Co-host Supervisor supervise the fellow through regular meetings with the fellow (at least quarterly) and commenting on his/her Personal Career Development Plan. They provide relevant network contacts for additional collaborations, whenever relevant.
79. The Host Institution is responsible for co-financing part of the EuroTechPostdoc2 fellowship. Specific arrangements for the co-financing differ per institution, see [link](#) for details.

Art. 20 Co-host Supervisor / Institution obligations

80. The Co-host Supervisor assists the Host Supervisor in supervision of the fellow, and will be a Professor or a Senior Scientist employed at the Co-Host Institution³. The Co-host Supervisor advises the fellow on scientific matters in his/her discipline and takes on the responsibility of the fellow's research stays and integration at the Co-host Institution.
81. The Host Supervisor and Co-host Supervisor supervise the fellow through regular meetings with the fellow (at least quarterly) and commenting on his/her Personal Career Development Plan. They provide relevant network contacts for additional collaborations, whenever relevant.
82. During secondments and other visits, the fellows have access to the research infrastructure, resources and materials, and the innovation environments of the Co-host Institution, including support measures for developing careers as an entrepreneur or for promoting entrepreneurial skills. All costs in relation to the research performed at the Co-host Institution will be covered by the Co-host Institution.

³ In the case of l'École Polytechnique à Paris, the Host and Co-Host supervisors could also be working at one of the 'Unités Mixtes de Recherche (UMR)' at that institution

Contact details

General questions about the EuroTechPostdoc2 programme can be directed towards:
EuroTechPostdoc2 Programme Management Office: postdoc2@eurotech-universities.eu

For questions concerning the specific arrangements at one of EuroTechPostdoc2 partners, please contact the local programme manager directly:

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