



SPOT-ITN



RECRUITMENT

Definitions:

1. ESR - Early Stage Researchers

- Research experience \leq 4 years
- No PhD
- Duration of appointment: 3-36 months (*typical appointment is 36 months*)

2. ER - Experienced Researchers - still in their early career

- PhD or at least 4 years of research experience
- Duration of appointment: 3-24 months
- NB: total research experience \leq 5 years





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Experience:

Early Stage Researchers

First 4 years of their career – have not yet obtained a PhD

Experienced Researchers

A PhD or at least 4 years full time research experience

Initial Training Networks are limited to researchers in the first 5 years of their career at the time of recruitment.

Experience is calculated at date of appointment

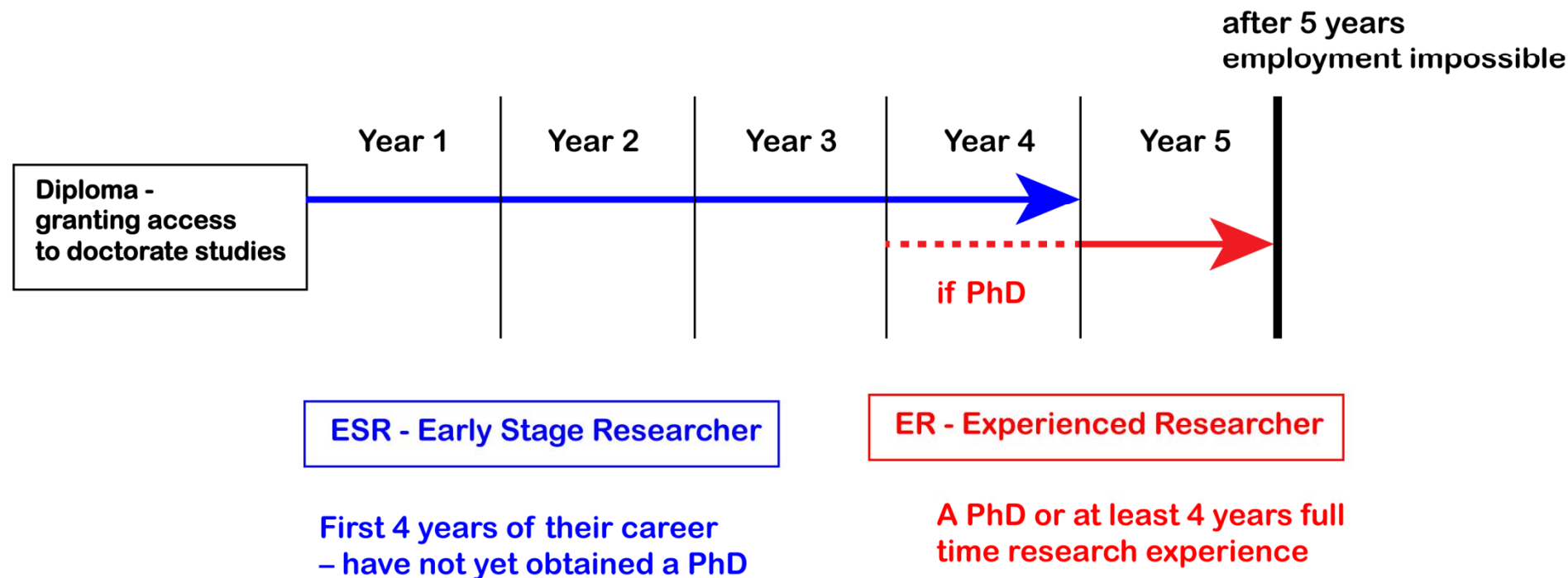




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Initial Training Networks are limited to researchers **in the first 5 years** of their career at the time of recruitment.



Experience is calculated at date of appointment





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RECRUITMENT

Nationality rule:

- Researchers can be nationals of any country.

Mobility rule:

- Researchers must not have resided or carried out their main activity (work , studies, etc) in the country of their host organisation **for more than 12 months** in the **3 years** immediately prior to the day of appointment. Short stays, such as holidays, are not taken into account.





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Employment:

Full time contract

Special EU-contract, no standard rate

Salary: ESR – 38,000.- €/year, ER – 58.500.- €/year

Gross: Covers taxes, social ...

+ Mobility allowance (slide 21)

multiplied by country factor:

Austria 106,9; Germany 98,4; Italy 110,6; Israel 107,0; Netherlands 109,3.





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Tuition Fees:

The costs covered by the tuition fees could be covered by the flat rate financing provided under the Marie Curie Actions grants.

In particular these costs are to be considered as part of the activities supported by cost categories 3 "Contribution to the research/training/transfer of knowledge program expenses" and 4 "Contribution to overheads".





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Employment must be finished until end of March 2012

International advertising - common announcement for all partial projects:
EURAXESS, Nature (online), online platforms

Via email to appropriate institutes and colleagues

Additional – single advertisement via email, mail, posters





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RECRUITMENT

Evaluation and selection:

Applications gathered by CMP coordination office
and distributed to project leaders

Selection by project leaders

Selection criteria:

- scientific skills

- research experience

- ability to undertake training activities

- expected impact of training on career

- eligibility of researcher according to criteria

- > 30 % female in total

