

MSC Individual Fellowships

Dr. Jennifer Brennan
National Contact Point
National Delegate
Marie Skłodowska-Curie Actions



During webinar please
email queries to
mariecurie@iua.ie

Presentation and Q&A
report will be available
online



Irish Marie Skłodowska-Curie Office

Sponsored by the **Irish Research Council**

- **Promote** the Actions to Irish researchers and research organisations
- **Support** researchers in preparing funding applications
- **Contribute** to policy initiatives relevant to the Actions

Two staff members:

- Dr. Jennifer Brennan
- Grace McCarthy (SFI Centres) – maternity cover



How the MSC Office can help

Information

- Email Distribution List (mariecurie@iua.ie)
- Marie Skłodowska-Curie Office Ireland on [Linkedin](#)
- Dedicated website www.iua.ie/mariecurie
- YouTube channel MarieCurieActionIre
- Twitter @mariescurie_ire

Support

- Training Webinars for specific Calls (recordings on website and YouTube)
- Advice on whether your concept 'fits' the Call
- Partner search via MSCA NCP network
- Proposal writing workshops for IF



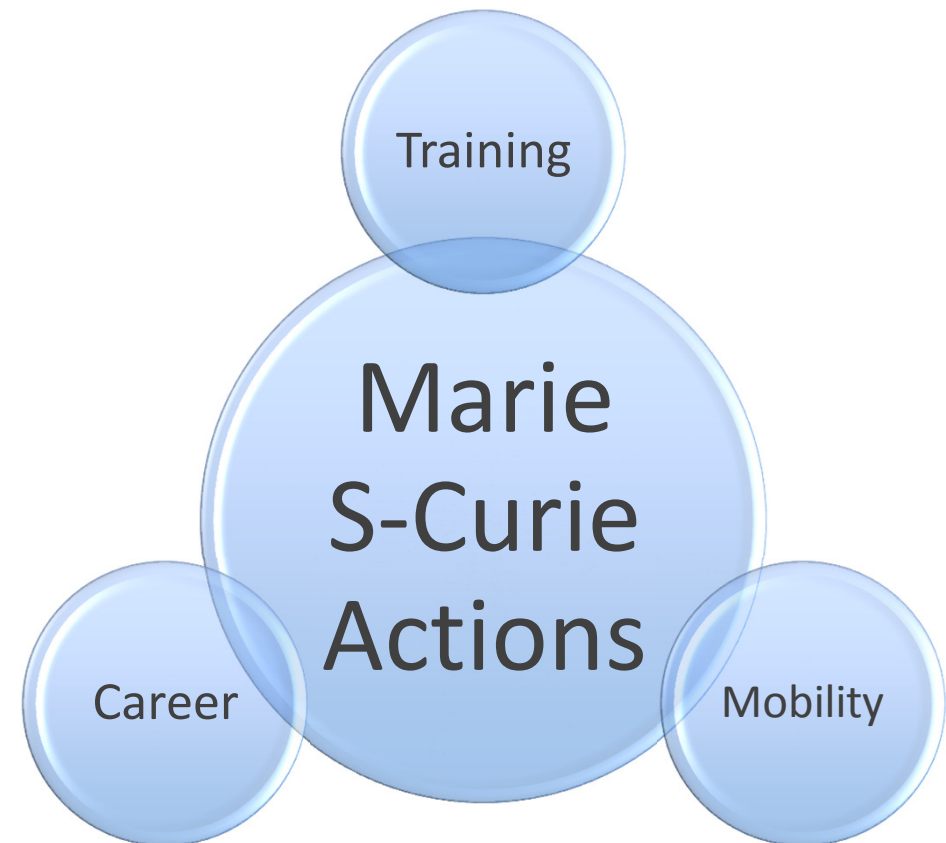
Marie Skłodowska Curie Actions in Horizon 2020:

€6.2 billion budget

In the **Excellence Science** Pillar

Funds **ALL RESEARCH AREAS**
(no thematic calls or priorities)

Implemented via Annual
Calls for Proposals





Funding for PIs/Research Orgs

RISE

- Research & Innovation Staff Exchange

ITN

- Innovative Training Networks

COFUND

- Co-financing fellowship or doctoral programmes with transnational mobility

NIGHT

- European Researchers' Night

IF

- Individual Fellowships (10th Sep deadline)

<http://www.iua.ie/irish-marie-curie-office/funding-calls/>



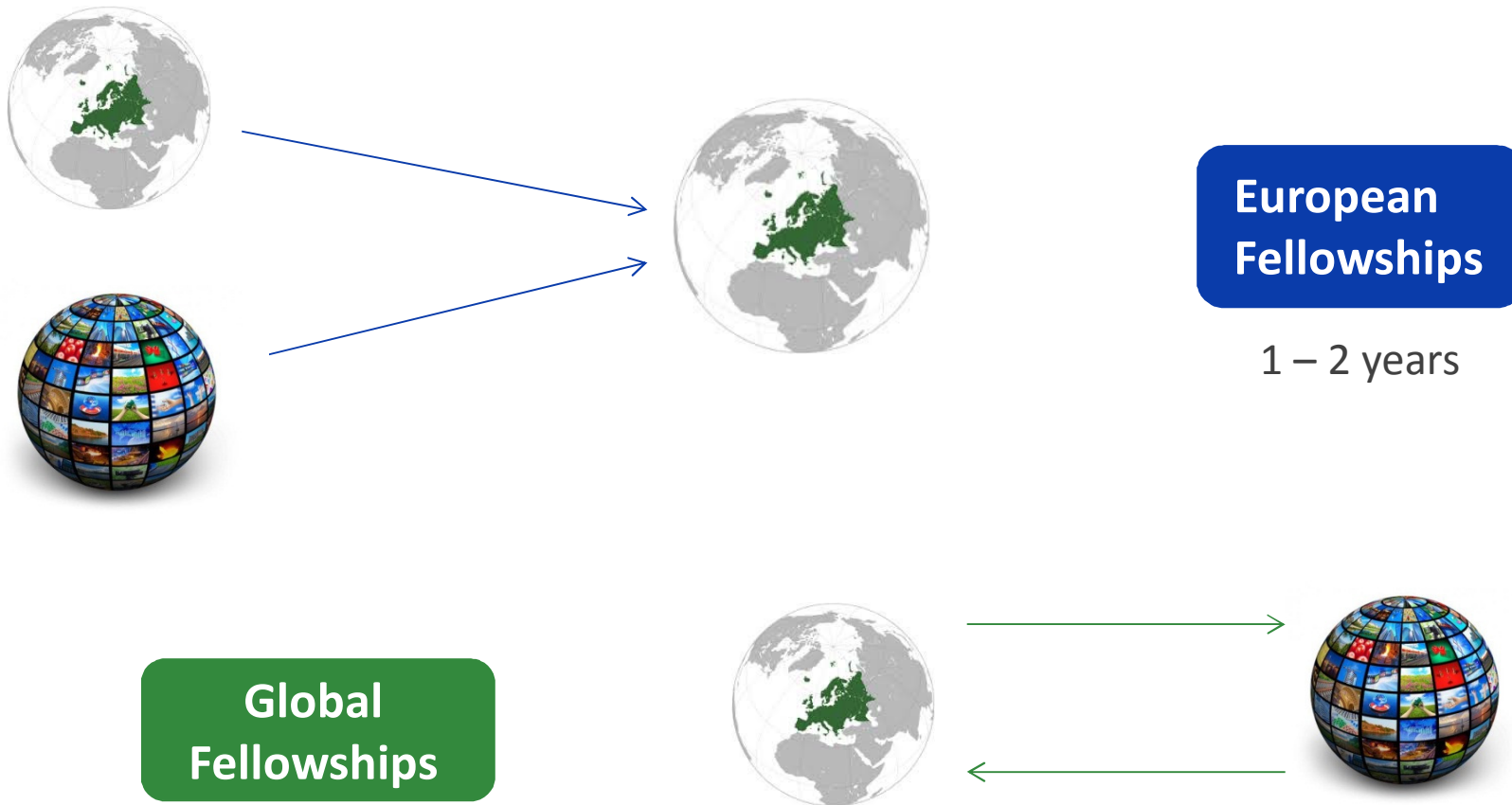
Individual Fellowships



- A personal fellowship to support a period of mobility
- For Experienced Researchers
 - Post-PhD or equivalent
 - No upper age or experience limit
- Fully-funded fellowships
 - Salary, research costs etc.
- Academic or non-academic host



IF – European and Global



2 – 3 years (incl. 12 months back in Europe)

“Europe” = 28 Members States plus 13 Associated Countries e.g. Norway, Turkey



Mobility is key

In the main, cannot apply for a fellowship in a country where you have lived for **>12 months** in the **3 years** before the Call deadline (10th Sep)

Been in Ireland for more than 1 year?

- European Fellowship: must apply with host outside Ireland (i.e. move country)
- Global Fellowship: rule applies to country outside Europe, so can apply to come back to Irish host (or anywhere else in Europe). If you're not European, must have been active in research in Europe for 5 years before applying (GF).

Been in Ireland for less than 1 year (or not at all)?

- Could apply for EF with current host
- Or GF if you're a European national or long-term resident (been in Europe for ≥ 5 years before applying)



European Fellowship – three options

Standard European Fellowship (EF)

- For researchers coming to or moving within Europe
- No more than 12 months in the 3 years before the call deadline in the country of the host organisation

Reintegration Panel (RI)

- For those who wish to (or recently have) relocated to Europe from outside
- Must be nationals or previous long-term residents (≥ 5 years) of a European country
- Relaxed Mobility Rule: no more than **3** years in the **5** years before the call deadline in the country of the host organisation

Career Restart Panel (CAR)

- For researchers coming to or moving within Europe
- For people who have taken a career break (any reason) for at least 12 months before call deadline
- Relaxed Mobility Rule: no more than 3 years in the 5 years before the call deadline in the country of the host organisation



Secondments

- During the IF, can be seconded to any host organisation in Europe
- Ideally should take place in a different sector, i.e. academic to non-academic or vice-versa

Fellowship Duration	Maximum Secondment Duration
≤ 18 months	3 months
> 18 months	6 months

- The secondment can be split into several shorter periods
- If you can't specify the precise host organisation for the secondment in the proposal, must at least specify the sector (academic or non-academic), the timing and the purpose of the secondment



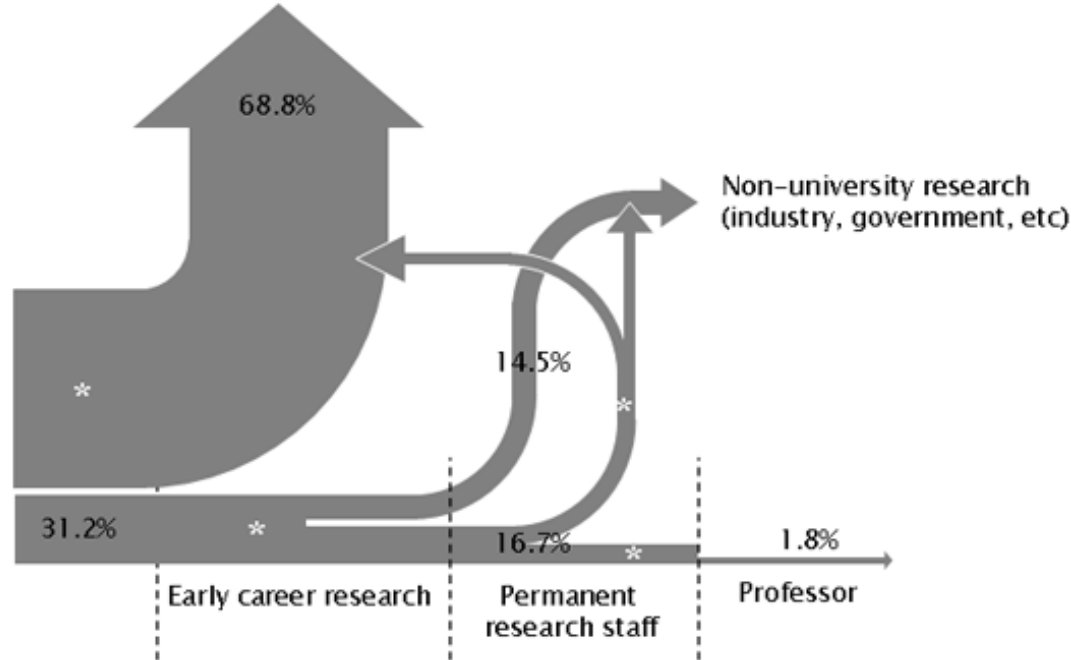
More than just a research project; a career development fellowship

- Training through research (individual project)
- Additional scientific skills (new techniques, instruments etc.)
- Transferable skills (e.g. communication, IPR, entrepreneurship etc.)
- Interdisciplinary/inter-sectoral transfer of knowledge (**secondments**)
 - Can spend up to 6 months (in total) working in another organisation (ideally in another sector) in Europe.
 - Opportunity to link with industry, NGO, public sector, national archive etc.
- Research and financial management of the fellowship
- Organising and taking part in events (including public engagement)
- Training in gender and ethics issues

Must be managed by a Career Development Plan

MSCA – Opening up new career options

Careers outside science *or* not in labour force



“10% of PhD Graduates from the University of Cambridge secure a permanent academic post”

Innovation Union: *“Europe will need 1 million extra researchers by 2020, mostly in the private sector”*

MSC Fellowships want to prepare researchers for careers in a range of sectors



Funding Model



Categories of eligible costs	Costs of researcher PER MONTH			Institutional costs PER MONTH	
	Living allowance (a)	Mobility allowance (b)	Family allowance (c)	Research, training and networking costs (a)	Management and indirect costs (b)
Marie Skłodowska-Curie action					
IF (100%)	4 650	600	500	800	650

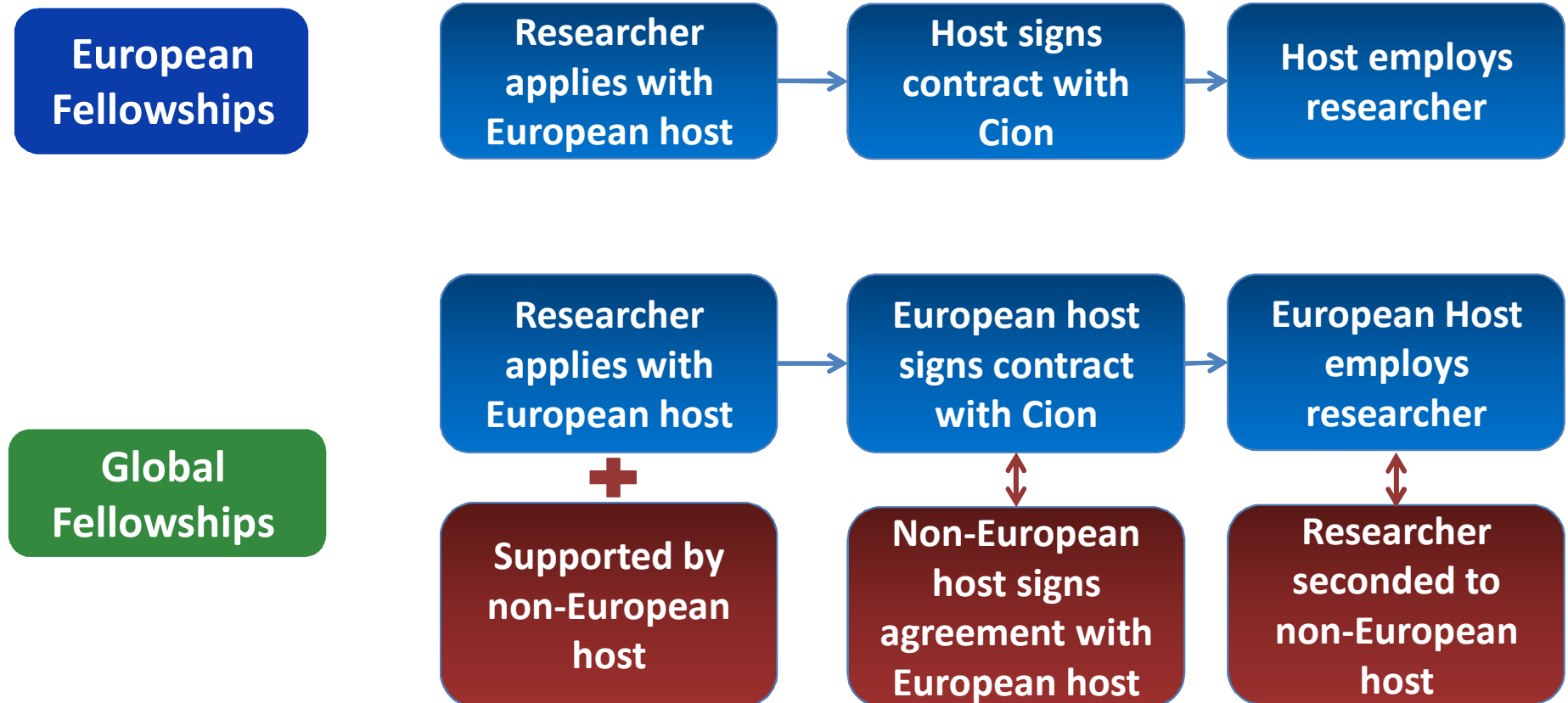
- Fellow's Salary = Living Allowance + Mobility Allowance (+ Family Allowance)
- Rates in table are inclusive of employers' costs (e.g. employer's PRSI, pension contribution)
- A country coefficient applies to the Living Allowance (e.g. 113.5 for Ireland, 68.3 for Romania)
- Estimated Gross Salary (prior to employee's tax, social security and pension deductions)
 - €55,000 p.a. (no family allowance)
 - €60,000 p.a. (with family allowance)



How to apply



Application/Contractual Process





Administrative Forms

- Completed online
- Visit Call page on Participant Portal
- ECAS Account Login
- Need PIC (Participant Identification Code) to submit
- Call deadlines are Brussels time!

Proposal “Part B”

- Download template from inside online system
- Complete and save as PDF
- Upload to online system
- Multiple submissions possible – submit early and often!

Proposal Content



- 1 • Excellence
- 2 • Impact
- 2 • Implementation
- 4 • Researcher's CV (5 pages max)
- 5 • Capacities of the host(s)
- 6 • Ethics issues
- 7 • Letter of Commitment (GF only)

10 pages
max



Evaluation



Evaluation Panels

Proposals are read by at least 3 disciplinary experts

Distribution of awards across Panels is proportional to # of proposals received

From Call deadline to Grant Agreement Signature – 8 months max.

Global Fellowships/Standard European Fellowships – single disciplinary ranking

- Chemistry (CHE)
- Physics (PHY)
- Mathematics (MAT)
- Life Sciences (LIF)
- Economic Sciences (ECO)
- ICT and Engineering (ENG)
- Social Sciences & Humanities (SOC)
- Earth & Environmental Sciences (ENV)

Reintegration (RI) European Fellowship – multidisciplinary ranking

Career Restart (CAR) European Fellowship – multidisciplinary ranking



Evaluation Criteria

Criterion	Weighting	Priority (ex-aequo)
Excellence	50%	1
Impact	30%	2
Implementation	20%	3

Overall threshold of 70%
No individual thresholds



Excellence (50%) Priority 1	Impact (30%) Priority 2	Implementation (20%) Priority 3
Quality, innovative aspects and credibility of the research (including inter/multidisciplinary aspects)	Enhancing research- and innovation-related human resources, skills, and working conditions to realise the potential of individuals and to provide new career perspectives	Overall coherence and effectiveness of the work plan , including appropriateness of the allocation of tasks and resources
Clarity and quality of transfer of knowledge/training for the development of researcher in light of the research objectives	Effectiveness of the proposed measures for communication and results dissemination	Appropriateness of the management structures and procedures, including quality management and risk management
Quality of the supervision and the hosting arrangements	Capacity of the researcher to reach or re-enforce a position of professional maturity in research	Appropriateness of the institutional environment (infrastructure)
Capacity of the researcher to reach or re-enforce a position of professional maturity in research	Competences, experience and complementarity of the participating organisations and institutional commitment	Competences, experience and complementarity of the participating organisations and institutional commitment

Proposal template matches this table



The “Charter and Code” and Human Resources Strategy for Researchers (HRS4R)

Embedded in Evaluation Criteria for all MSCA

- **Charter**: researchers’ career management
- **Code**: open and transparent recruitment and appraisal
- If institution has endorsed the **C&C**, include in proposal

HRS4R: mainstreaming **C&C** in institutions

- Awarded the right to use “HR Logo”
- UCD, UL, NUIG, WIT, RCSI and UCC are awardees (to-date).
- If applicable, should be included in proposal



HR EXCELLENCE IN RESEARCH



Indicative Call Timetable

Activity	Date
Publication of Call	12-Mar-2015
Deadline	10-Sep-2015
Evaluation of Proposals	Oct/Nov 2015
Evaluation Outcome	Feb 2016
Signing of Grant Agreements*	May 2016

*Earliest start date – can postpone for up to 12 months

Next deadline Sep 2016 (tbc)



2014 Call Statistics

Fellowship Type	EF-Std	EF-CAR	EF-RI	GF
Average cut-off score (differs for each panel)	89.9	87.2	90.8	93.0
# applications evaluated	5756	181	443	1029
#of fellowships funded	1072	33	84	116
Success Rate	18.6%	18.2%	18.9%	11.3%



Writing a good proposal:

Advice from evaluators and the
Net4Mobility Network of MSCA
NCPs

<http://www.net4mobility.eu/>



General Points

- Use a self-explanatory title and a memorable acronym
- Diagrams, Charts, Tables or Figures are easier to evaluate than text and save space too!
- For resubmissions, don't just use Evaluation Summary Report from previous submission to help you revise
 - Look at the proposal as a whole to find room for improvement
- Be aware of the overall weighting of each criterion
 - You need to score well in all sections in order to be funded – don't spend all your time writing the 1.1 Research section (12.5% of the marks)!



Abstract (Admin forms)

Provided to evaluators to help them choose the proposals they will evaluate

- Be concise
- Reflect the whole proposal including proposed impact
- Identify precise & concrete objectives for the whole proposal, not just the research
- Provide enough technical/research information to help an evaluator with knowledge of the field to select it



Layout of Proposal

Not evaluated but it makes life easier for the evaluators

Template

- Use the Correct Template
- Use the Template sub-headings (provides good structure)
- Provide a Table of Contents with page numbers
- Use the Full Page Limits
- Put the proposal acronym in the Header
- Put Page Numbers (format Page X of Y) in the Footer

Format

- Use charts, diagrams, tables, text boxes, figures.
- Use appropriate font size, line spacing, page margins
- Ensure any colour diagrams etc. are understandable when printed in black and white
- Use highlighting where appropriate (bold, underline, italics) but don't overdo it!

Language

- Avoid jargon
- Explain any abbreviations
- Simple clear text
- Avoid long sentences
- Get rid of repetitions (refer to other parts of proposal if necessary)
- Don't copy text from other documents or websites
- Be consistent with language (UK/US English)
- Can use either 1st (I, me) or 3rd person (the researcher) but be consistent



WRITING SECTION 1: EXCELLENCE



1.1 Quality of research programme

- Educate the Evaluator
 - The majority of evaluators will not be expert in the specific subject area of the proposal so....
 - Write in a style that is **accessible to the non-expert** using figures/tables/charts/diagrams to illustrate where appropriate



1.1 Quality of research programme - 2

Suggested structure:

- Outline your research objectives/questions/hypothesis
- Describe the state of the art and how the objectives relate to it
 - Include a list of bibliographic references (in footnotes)
- Describe in detail how you will explore the objectives/questions/hypothesis in your research programme (methodology)
- Explain why all this is original, innovative and timely compared to the state-of-the-art. Include gendered innovations if appropriate.
- Explain how this research programme will be good for your career and open up new collaborations for the host



1.2 Quality of Training/Transfer of Knowledge

Proposal Template refers to a
“two-way transfer of knowledge”

- 1) From host(s) to researcher (training)
- 2) From researcher to host(s) (ToK)



1.2 Quality of Training/Transfer of Knowledge

- Outline a personalised training plan that will be implemented during the fellowship and is linked to your career goals
- Spell out the training objectives and be specific about **what** you will do, **when** you will do it and **why** you will do it (for your career)
- Plan out the timings of training in the mandatory Gantt chart
- Describe how your training will be monitored during the fellowship using a Personal Career Development Plan
- If a secondment is included, be specific about **why** and **when** it will happen



1.2 Quality of Training/Transfer of Knowledge 2

- Need to demonstrate potential acquisition of three kinds of skills:
 1. Research Skills core to your research project
 2. Additional Research Skills (to diversify your competencies)
 3. Transferable & Complementary Skills (also consider skills useful in non-academic careers)
- Acquired through training courses and “on the job”

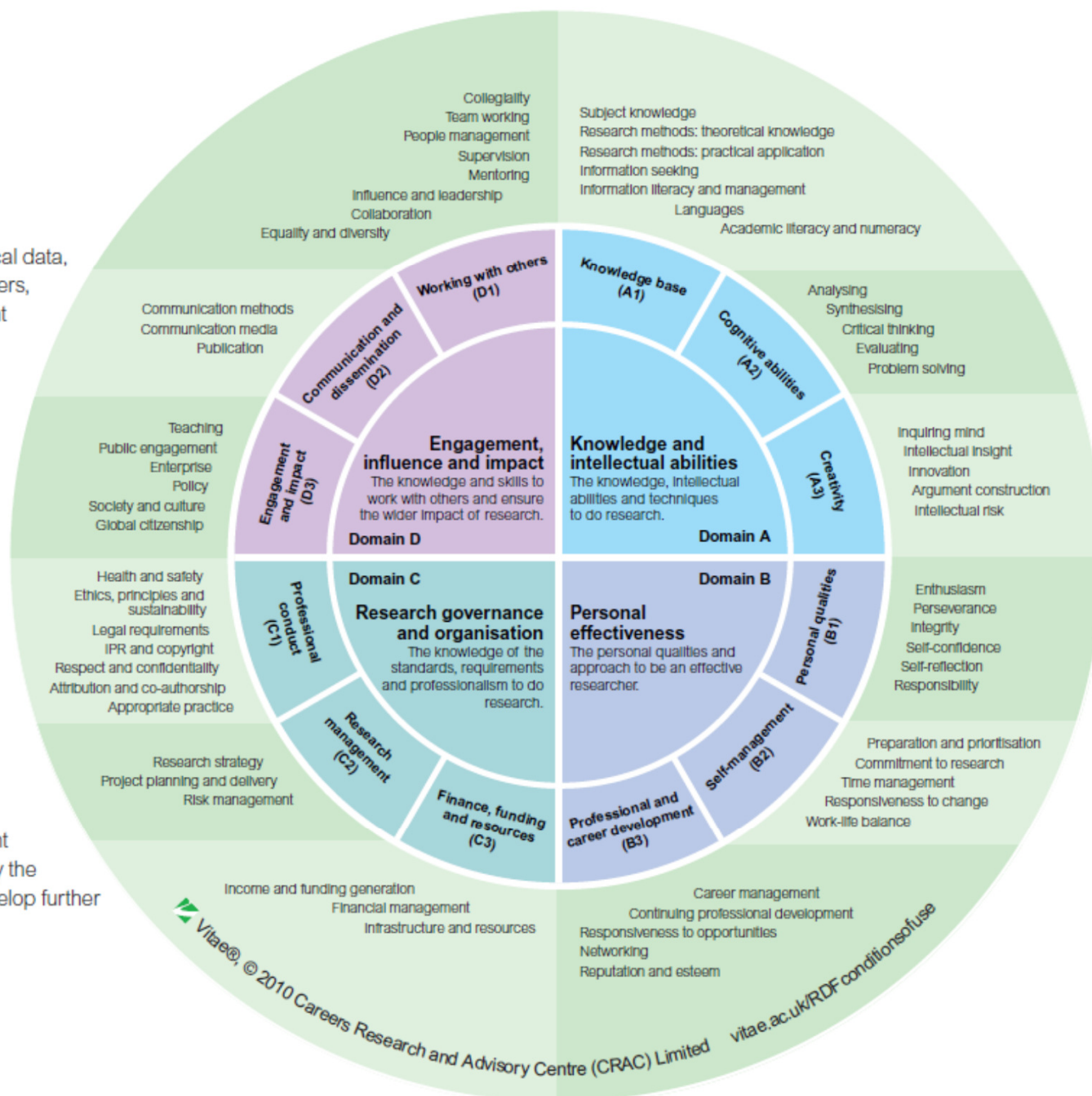
The **VITAE Researcher Development Framework**
is a useful resource



Structure

The RDF has been created from empirical data, collected through interviewing researchers, to identify the characteristics of excellent researchers expressed in the RDF as 'descriptors'. The descriptors are structured in four domains and twelve sub-domains, encompassing the knowledge, intellectual abilities, techniques and professional standards to do research, as well as the personal qualities, knowledge and skills to work with others and ensure the wider impact of research. Each of the sixty-three descriptors contains between three to five phases, representing distinct stages of development or levels of performance within that descriptor.

The RDF has been incorporated into a downloadable Professional Development Planner to enable researchers to identify the areas in the framework they want to develop further and to create an action plan.





1.2 Quality of Training/Transfer of Knowledge

- Explain how the host (ToK) will gain new knowledge from the researcher
- Particularly important for
 - Global Fellowships (ToK between host outside Europe and host in Europe)
 - Reintegration European Fellowships (ToK into Europe from outside)



1.2 Quality of Training/Transfer of Knowledge 2

- Precisely what knowledge will be transferred
 - Provide a bulleted list or a table of objectives – easy for the evaluators to follow
- How will you transfer it?
 - What specific measures will you use to embed this knowledge into the host organisation and the wider Europe
 - Examples: mentoring students, delivering workshops, attending conferences, building collaborations with other European research organisations, social media etc.



1.3 Quality of the supervision/hosting

Supervision:

- Clearly demonstrate, with hard evidence, the quality of the supervisor(s)/institution(s) with regard to the training of researchers
 - Include numbers of postdocs mentored, number of Marie Curie Actions they participated in (use the Capacities table section 5 to save space)
- Explain the role of the supervisor in the fellowship (e.g. monitoring research progress and career development plan)
- Demonstrate that the supervisors are experts in the research area (cite their publications in your bibliography)



1.3 Quality of the supervision/hosting

Hosting Arrangements:

- Explain clearly how the researcher will be integrated into the school/centre/faculty and the wider institution, including e.g.
 - Getting to know new colleagues in your school/centre/faculty
 - Relocation/settling in assistance
 - New staff/research orientation programmes
 - Staff training/development programmes, including career development planning



1.4 Capacity of the researcher / 4. CV

1.4 Capacity of the Researcher

- Think of it as a “personal statement”
- Overall objective is to show that you have **high potential** for a successful research career in the sector of your choice
- Highlight your major research achievements
- Provide evidence of leadership skills and independent thinking
- Explain the match between your research experience and the proposed project, and how it will add to your experience
- No letters of reference so you have to “sell yourself”



1.4 Capacity of the researcher/ 4. CV

4. CV of the Researcher

- Use the full 5 pages – if you have space, describe your three major research achievements (1 paragraph each)
- Need excellent track record appropriate to career stage, discipline and sector (academic/non-academic)
 - E.g. publications/conference participation, granted patents, monographs, book chapter, examples of leadership in industrial innovation
 - Include bibliographic information e.g. impact factor, number of citations, journal ranking in the field.
 - If you are not the first or lead author, briefly explain your contribution
- Include all relevant experience (e.g. teaching, consultancy, supervision, event organisation)



WRITING SECTION 2: IMPACT



2.1: Research HR and new career perspectives

In all sections, be specific: provide details of how the impact will be achieved.

1. Explain the impact of the research and training on the fellow's career, e.g.
 - Research skills, transferable skills gained
 - Exposure to non-academic sector (secondments or other), if applicable
 - How it will help them to achieve/work towards their career goals
 - Outline what they plan to do after the fellowship
 - Bonus points alert! Look to EU policies on research which refer to training/careers for researchers but don't "cut and paste"
 - E.g. Innovation Union, Agenda for New Skills and Jobs, Youth on the Move
 - Research Policy document available after the webinar



2.1: Research HR and new career perspectives - 2

2. Explain how the researcher's activity will impact on European society and/or the economy
 - Importance to the field of research
 - Link to Horizon 2020 objectives, research roadmaps, European standardisation
 - Promoting collaboration between the academic and non-academic sectors and between Europe and outside (for Global Fellowship/Reintegration Panel)
 - Describe how the researcher's activity has the potential to impact on the European economy and/or society



2.2: Communication and Dissemination

1. Dissemination strategy

- Target audience: Other researchers, potential users and the wider research and innovation community
- What is the potential **impact** of disseminating to them?

2. Communication strategy & outreach/public engagement plan

- New Guidelines document* describes difference between communications and outreach/public engagement
- **Communication** is two-way from sender to receiver e.g. an article in a newspaper or on TV or radio
- **Outreach** is meant to engage a large audience and to bring knowledge and expertise on a particular topic to the general public.
- Plan a range of activities targeted at multiple audiences – what is the **impact**?

* http://ec.europa.eu/research/mariecurieactions/documents/documentation/publications/outreach_activities_en.pdf



2.2: Communication and Dissemination - 2

3. Intellectual Property Rights & Exploitation

- a. How are the research results useful to business?
 - Outline plans to exploit any IP/commercial potential arising from the programme
 - What is the potential **impact** of exploiting commercial potential/IP?
- b. How are the research results useful to the wider society?
 - If applicable, how will you ensure that relevant societal actors (community, voluntary sector etc. etc.) will benefit from your project?
 - What's the potential **impact** of societal exploitation of the results?

General tip: include quantifiable targets for measuring the effectiveness of communication, dissemination, IP and exploitation



WRITING SECTION 3: IMPLEMENTATION



3.1: Workplan

- Must have a clear work plan
- Use the standard EU format of Work Packages, deliverables and milestones – be clear and concise
- Must complete the required Gantt Chart (can modify it) to illustrate timelines (it's within the page limits)
- Don't just have research Work Packages, include, e.g.:
 - Management
 - Dissemination, Exploitation and Public Engagement
 - Training/Transfer of Knowledge (including any secondments)



3.2: Management Structure & Procedures

- Must have a clear management plan, to explain who will do what and when.
- Tasks include:
 - Progress monitoring (research, training, transfer of knowledge, dissemination etc., career planning) – explain who will help with progress monitoring (include frequency of meetings)
 - Financial management
 - IPR management (if applicable)
 - Risk management (research and the overall fellowship)



3.3: Infrastructure and Institutional Environment

Prove that the host(s) have the necessary research and training infrastructure to successfully implement the fellowship

- The **Capacities Table** in section 5 will also be used to evaluate this criterion – don't duplicate the information.
- Infrastructures: technical and other such as office space, access to library and IT facilities, researcher development programmes etc.
- Outline the relocation assistance for the researcher (EURAXESS Ireland can help) e.g. new researcher orientation etc.
- Describe which institutional departments will help with managing the programme (Finance, HR etc.) and what their experience is



3.4: Competences, Experience and Complementarity

- Explain how the fellowship will benefit the researcher and the host organisation(s)
- Explain how the hosts are committed to the fellowship – being a **HR logo awardee** shows their commitment to researchers
- For Global Fellowship, clearly explain the complementarities between the two organisations (in and outside Europe) and how these will be exploited (use a diagram or table)
- Need a Letter of Commitment (in section 7) from the host outside Europe – **no letter required for European host**
- Do not include Letters of Commitment from organisations that will host the researcher whilst on secondment



5: Capacities Table – 1 per organisation

Information Requested	Suggested Content
General Description	Include HR logo if the host is an awardee
Role and commitment of key persons (supervisor)	% time commitment. Role of other persons apart from supervisor.
Key Research Facilities, Infrastructure and Equipment	Relevant to the research to be carried out in the IF
Independent Research Premises?	Yes / No answer. Explain where the research premises are located. Example: spin-out company who has R&D space in an academic institution.
Previous involvement in research and training programmes	e.g. FP7 or FP6 Marie Curie, Erasmus, Structured Doctoral Programmes.....
Current involvement in research and training programmes	As above
Relevant publications and/or research/innovation products	Relevant to the research to be carried out in the IF



6: Ethics Issues

- All proposals will be checked for ethics issues
- If necessary, a separate **Ethical Review** will take place
- Ethics Table is in the Administrative Forms
- If you indicate Ethics Issues in the Table, in the Part B you must:
 - Clearly describe how Ethical Issues will be managed
 - How does the proposal meet national legal and ethical requirements of the host country?
 - Who will oversee the project's ethical aspects? E.g. institutional ethics committee, Data Protection Officer
 - Provide sample consent forms etc.
 - There is no page limit, so provide as much relevant information as possible



Most important tip!

Answer the question that is asked!

Questions?

Please email your queries
to

mariecurie@iua.ie

All material will be made
available for download
afterwards

Join our [Linkedin Group](#)

Marie Skłodowska-Curie Office Ireland

