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Marie Curie Research Training Networks: Recruitments

Content:

- Who can be recruited
- Mobility Conditions
- Selection procedures
- Duration of appointment
- Contractor's relationship to the researcher
- Career Development Plan
- "Golden Rules"





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Who can be recruited?

Definitions

- Early-Stage Researchers (ESR): less than 4 years experience in research
- Experienced Researchers (ER): 4-10 years experience in research or PhD

Nationality Conditions Annex III (article III.3-2)

- Nationals of Member or Associated States or of third countries (up to 30% of total person-months)
- Third country nationals resided in Member or Associated States for >4 years immediately prior to appointment regarded as nationals of Member or Associated States
- Third country nationals cannot be appointed in a third country; others only when necessary (approved by EC)





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Mobility Conditions

Annex III (article III.3-2)

- Not nationals of country where contractor is based; exception for Member or Associated Candidate State nationals if resided for >4 years in a third state immediately prior to appointment
- Dual nationality: country of origin is where researcher resided the longest, during last 5 years prior to appointment
- Not resided or carried out their normal activities in country where contractor is based for >12 months in the 3 years immediately prior to appointment
- Mobility conditions do not apply to International (European Interest) Organisations and JRC





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Mobility Conditions

RTD Cooperation update 26/08/2004

Member States	Associated Countries	
	Candidate Countries	Non-candidate countries
Austria, Belgium, <u>Cyprus</u> , <u>Czech Republic</u> , Denmark, <u>Estonia</u> , Finland, France, Germany, Greece, <u>Hungary</u> , Ireland, Italy, <u>Latvia</u> , <u>Lithuania</u> , Luxembourg, <u>Malta</u> , The Netherlands, <u>Poland</u> , Portugal, <u>Slovakia</u> , <u>Slovenia</u> , Spain, Sweden	Bulgaria, Romania and Turkey	Iceland, Israel, Liechtenstein, Norway and <u>Switzerland (*)</u>

(*) One change for all FP6 1st deadline projects: **S/T Cooperation agreement with Switzerland effective since 1st January 2004.** Swiss citizens are regarded as associated state citizens if employed in the network after that date. Those appointed before that date are regarded as “third state” citizens.





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Selection procedures

- Vacancies internationally publicised (press, websites, internet, conferences, mobility portal, etc)
- Equal opportunities policy to be followed
- Target to fill 40% of vacancies with women researchers
- Researchers should be aware that they work in an EC funded network, of their rights and duties deriving from the contract, of the appointment conditions before signature of their contract.
- http://europa.eu.int/eracareers/index_en.cfm





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Duration of the appointment

- Within the duration of contract for 3-36 months
- Cumulative training in Host Fellowships for *Early Stage Research Training* and *Research Training networks* < 4 years
- Full-time employment (part –time only for family or personal reasons)
- If secondment period > 30% duration of the appointment, researcher should be recruited by the contractor offering secondment.





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Contractor's relationship to the researcher

- Employment Contract / Fixed amount stipends
- MC rates must be followed (living +mobility allowances) X Correction Coefficient + travel allowance + career exploratory allowance.
- Adequate social security coverage: under stipend scheme minimum coverage includes accident and sickness benefits; maternity benefits could be requested by the researcher.
- Career Development Plan.
- Contractors declare conformity of appointment of researchers to contract conditions (within 20 days).





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Career Development Plan

For all researchers with appointment > 6 months

- **Goals**

Identify short-term needs for improving current performance and long-term career options

- **Benefits**

Planning process that helps development needs and career objectives; communication tool between researcher and supervisor





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“Golden Rules”

- Recruitments recommended to be centrally managed; advertising to start the earliest possible.
- Recruitment plan should be carefully followed; any changes/problems to be discussed with the responsible Project Officer.
- Recruitment and Training «Responsibles» in regular contact.

