



## **CRG International Postdoctoral Fellowship Programme in Life Sciences (ImPuLSe)**

### ***Call Text***

ImPuLSe is a new International Fellowship Programme for talented young researchers in Life Sciences supported by the Center for Genomic Regulation (CRG) and FP7 Marie Curie Actions – People 2013 COFUND Programme. The Programme aims at enabling outstanding junior scientists of all nationalities to develop a competitive research project in life sciences at CRG, thus promoting the transnational mobility and career perspectives of young scientists in Europe. Fellows will benefit from an exciting international scientific environment and an integrated training programme, including access to state of the art infrastructure, lectures and seminars, specialised scientific and technological courses, complementary skills training and career development activities, postdoctoral symposia and retreats, as well as social activities.

The Programme supports 5 fellows working on projects of a duration up to 36 months recruited in the current call for proposals.

The terms and conditions of the ImPuLSe Programme, in line with the regulations applicable for the Grant Agreement 608959 signed between the CRG and the European Commission's Research Executive Agency (REA), are outlined below:

### **1. Eligibility criteria**

Candidates should fulfil the following eligibility criteria at the time of the call deadline. If it becomes clear before, during or after the evaluation phase that one or more of the eligibility criteria have not been fulfilled, the proposal is declared ineligible and is withdrawn from any further examination.

#### **1. Research experience:**

- Candidates must hold a PhD degree at the start of the fellowship (but not necessarily at the time of application). Applicants who do not hold a PhD degree at the deadline must pass their PhD exam (or equivalent) before they can start their fellowship (i.e. by July 2015 at the latest).
- Applicants who already hold a PhD degree at the time of application are eligible to apply only if they passed their PhD exam (or equivalent) in the four years prior to the deadline (i.e. after June 2015). Exceptions for up to 3 years to this rule are made for applicants with prolonged career breaks due to parental leave and mandatory military/civil service in which case the time of the career break will not be counted. Such career breaks have to be described in detail in the respective section of the online application form. In case of exceptional personal circumstances, such as prolonged severe illness, exceptions might be granted as well. The Academic Office must be contacted prior to submission when claiming an exception due to personal reasons.

#### **2. Publication track record:**

- Candidates must have at least 1 publication as first author (either in press or published) at the time of the deadline. Only original research articles are taken into account, i.e. review articles and patent applications do not count. Publication updates after the deadline will not be accepted.



### 3. **Mobility:**

- Candidates can be of any nationality, but must undertake trans-national mobility, which means that candidates must not have resided or carried out their main activity (work, studies, etc.) in Spain for more than 12 months in the 3 years immediately prior to the call deadline. Furthermore, applicants working at CRG for more than 3 months before the deadline will not be considered.

## 2. **Application process**

Applications for the ImPuLSe Programme are accepted exclusively online through our online application system. The **application deadline is the 30<sup>th</sup> of June 2015, at 5:00pm (local time)**. Proposals must be written in English.

Applicants will be asked to complete the following information on the application form:

- a) CV specifying education and experience (including list of publications, conferences, projects, fellowships obtained, awards...)
- b) Research groups to carry out the research project. The list of the research groups that have agreed to participate in the Programme is available on the website.
- c) Motivation letter
- d) Details on the referees that will provide at least letters of reference. Referees will send their confidential letters directly to CRG using the online application.

Candidates should ensure that all information, including reference letters, is submitted before the deadline. Incomplete applications will not be eligible.

All personal data requested by CRG from applicants will be treated in accordance with the principles of the Data Protection Act (15/13 December 1999).

**Redress Procedure:** Upon reception of the information letter to the candidates with the outcome of the selection process, fellows may request a redress procedure, if there is any indication that there has been a shortcoming in the evaluation process or eligibility check. Any requests for redress must be related to the evaluation process, or eligibility check. The procedure will not call into question the scientific or technical judgement of appropriately qualified experts. Information on the redress procedure will be outlined in the information letter sent to applicants.

## 3. **Selection process**

The selection of the fellows will be based on the candidates' academic qualifications and research excellence as described below:

- **Pre-selection:** The pre-selection will be based on the candidate's CV according to the number and relevance of publications, fellowships obtained under competitive calls, participation in international meetings, reference letters and other merits (teaching, patents, mobility etc).



Eligible applicants are informed about the outcome of the pre-selection via email approximately 10 days after the application deadline. No individual feedback will be provided at this stage

- **Submission of scientific proposals by candidates:** Pre-selected candidates will be invited to contact their prospective group leaders and write a 3-page scientific proposal using the proposal template available on the ImPuLSe website. Projects, together with the CV of the candidate, will be evaluated by two external reviewers, selected for their competence in the scientific area of the proposal.

The outcome of the second stage of the evaluation is known 2 weeks after the submission of the scientific project.

- **Oral interviews:** Candidates who successfully passed the first and second evaluation step will be invited to present their projects in an oral interview. Interviews will take place within 8-12 weeks of the closing date for applications. All applications together with the interview report will be evaluated by a panel of experts. The final decision on the selection will be taken in a consensus meeting which will be held after the oral interview.
- **Notification to candidates:** The top candidates will be offered an ImPuLSe fellowship and will be invited to sign an acceptance letter within four weeks of the selection date. All ethical issues that might have arisen in any proposals recommended for funding will be reviewed and cleared before any fellowship can start. Selected candidates should start their fellowships within 3 months of the acceptance at earliest on October 5th, 2015.

#### 4. Evaluation Criteria

Eligible applications will be evaluated according to the following criteria.

Pre-selection:

Evaluation criteria	Description	Weighting
<b>CV</b>	Number and relevance of publications (incl. citations, journal IF) Fellowships and awards Participation in international meetings Other merits (mobility and knowledge transfer)	50%
<b>Short Scientific Project</b>	Relevance, Research, Innovation, Excellence and Feasibility. Interdisciplinarity will be especially encouraged.	20%
<b>Motivation Letter</b>	Clearly stating why the candidate wishes to work as postdoctoral fellow at the CRG and specifically in the chosen CRG group	15%
<b>Reference Letters</b>	Two reference letters, one from the PhD supervisor and one from a scientist who had a scientific relation with the candidate	15%
<b>Total Score</b>		100%



Final decision:

Evaluation criteria	Description	Weighting
<b>Pre-selection evaluation criteria</b>	See above	50%
<b>Project presentation</b>	Project defence and basic scientific knowledge, independence, motivation, presentation skills, impact of the project on the career development of the fellow and interdisciplinarity of the project	50%
<b>Total Score</b>		100%

In addition to the evaluation criteria described above and in line with European Charter and Code a return after a career break will not be penalised, but rather be regarded as a career evolution. Applicants will be requested to indicate any career break in their CVs. Any mobility experience (geographical, intersectorial, inter- and trans-disciplinary and virtual mobility) will be regarded as a valuable contribution to the professional development of researchers and will be positively considered. Furthermore an equal opportunity policy regarding recruitment will be followed, without, however, taking precedence over quality and competence.

## 5. Appointment Conditions

Successful candidates will be required to communicate their acceptance and the start date of their project within 15 days of receiving notification of the outcome of the selection process. Fellows are expected to take up their fellowships within 3 months of notification of acceptance.

Please note that selected candidates starting their fellowship later than 01-Jan-2016 will only be employed for the corresponding time left up to the end date of the ImPuLSe Programme (31/12/2018)

Upon acceptance of the ImPuLSe fellowship, fellows sign a *Work Contract* (including Annexes) and a *Fellowship Agreement* with the CRG, which contains the appointment conditions following the CRG and Grant Agreement 608959 regulations, in particular:

- a) Fellows may be employed up to 36 months by CRG under a work contract with full social security and a competitive salary following the CRG salary scales, annual travel allowance and research costs.
- b) Fellows will work full time on the project and cannot benefit at the same time from another Marie Curie Action or fellowship.
- c) Justified breaks in the fellowship will be permitted for reasons of maternal/paternal leave, childcare, military or other civil duties, care of elderly relatives. Requests for breaks for other reasons may be considered on a case-by-case basis.
- d) ImPuLSe fellows are considered Marie Curie Fellows.

CRG is committed to conducting transparent and merit-based recruitment and selection procedures and providing good working conditions for researchers in alignment with the European Charter and Code for Researchers, as demonstrated by the "HR Excellence in Research" Award received by the European Commission in 2013.



## **6. Responsibilities of fellows**

Selected fellows will be required to comply with the provisions of the Grant Agreement 608959 and CRG regulations, in particular:

### **a) Ethics and scientific practise**

Fellows will respect the fundamental ethical principles, scientific practise and national and international regulations concerning ethical issues in research. For further advice, please see the [CORDIS](#) website on ethics, or contact the Academic Officer. As CRG employers fellows are also bound by the Code of Good Scientific Practice of the Barcelona Biomedical Research Park (PRBB) signed by CRG.

### **b) Dissemination and publicity**

Fellows will acknowledge the support of the European Commission under the Marie Curie Cofunding of regional National and International Programmes in any related publications or other media in accordance with Article III.6 of the Grant Agreement.

### **c) IPR**

Fellows will adhere to the CRG Technology Transfer Policy.

### **d) Personal Career Development Plan**

Fellows will draft a personal career development plan at the start of the fellowship and a followup on years 2 and 3 containing the following elements:

- Project development and progress with respect to planned activity
- Achievements during the period
- Participation in meetings or conferences
- Visits to other research groups
- Any deviation from the original proposal
- Any ethical issues that have arisen during the research activity
- List of publications and presentations at conferences (with acknowledgements to the Programme)

### **e) Reporting**

Fellows shall submit additional project reports as required by the Grant Agreement and requested by CRG.

As Marie Curie fellow, you will also be asked to complete a follow-up questionnaire two years after the end of you fellowship



## 7. Helpdesk

A document containing the Frequently Asked Questions about the Programme can be consulted on the website. Please contact the Academic Office at [academicoffice@crg.eu](mailto:academicoffice@crg.eu) for any queries or assistance.

Barcelona, 30th April 2015

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