



# GUIDE FOR APPLICANTS

## Marie Curie Actions *People*

### **Marie Curie Initial Training Networks**

Call identifier FP7-PEOPLE-2007-1-1-ITN  
Closure Date: 7 May 2007 at 17:00 (Brussels local time)

## 2.3 Eligible researchers

The Marie Curie actions address researchers in terms of their skills and competence development at different stages of their careers, in both public and private sector. In all cases the targeted researchers are at least at post-graduate or equivalent level and the definitions of eligible researchers are based on their professional experience in research and not on their age.

### 2.3.1 Who are the targeted researchers in ITN?

#### Recruitment for Initial training

ITNs support the initial training of researchers who are still **within the first five years** (or full-time equivalent) of their careers in research, at the time of their appointment.

#### Early-stage researchers (ESR)

The network's training aims must be **predominantly directed at early-stage researchers**, including *inter alia* training within Ph.D. programmes.

#### Definition:

**Early-stage researchers** are defined as those in the first four years (full-time equivalent) of their research careers, starting at the date of obtaining the degree which would formally entitle them to embark on a doctorate, either in the country in which the degree was obtained or in the country in which the research training is provided, irrespective of whether or not a doctorate is envisaged.

Example A: a researcher has graduated with a first degree in biology in 2004 and would like to start her Ph.D. studies in 2007. She is eligible as an ESR within the ITN as she has less than 4 years of research experience and no PhD.

Example B: a researcher has already been working as a researcher in industry for two years since graduating with his first degree in chemistry. He would be able to benefit from participation in an ITN as an ESR even without pursuing a Ph.D. degree.

#### Experienced Researchers within their first five years of their career (ER)

While maintaining the training of Early-stage Researchers as the primary objective, **some networks might justify the involvement of experienced researchers within the first five years of their research career** for the purpose of completing their initial training.

#### Definition:

**Experienced researchers** must, at the time of recruitment (i) be in possession of a doctoral degree, independently of the time taken to acquire it, or (ii) have at least four years of full-time equivalent research experience, including the period of research training, after obtaining the degree which formally allowed them to embark on a doctorate in the country in which the degree/diploma was obtained or in the host country (irrespective of whether or not a doctorate was envisaged).

The research experience of an experienced researcher **recruited for initial training may not exceed 5 years at the time of the appointment.**

*Example A: a researcher obtained her PhD after 4 years and subsequently worked in research for 13 months under a postdoctoral position. She would **not** be eligible to be appointed as an ER within the first five years of her career.*

*Example B: three years after obtaining his undergraduate degree, a researcher obtained his PhD. He took a career break of two years for family reasons but would like to continue his research career. He is eligible to take part in an ITN as an ER to complete his initial training.*

**It should be noted that an individual researcher may not be recruited first as an early-stage researcher and subsequently as an experienced researcher in the same network.**

## **Recruitment for the Transfer of new competences**

### **Visiting Scientists (VS)**

To complement the network's capacity to transfer new knowledge and strengthen supervision of the network-wide training activities, **a limited number of senior researchers** originating from either the public or private sector can be recruited to take part in the research training programme as visiting scientists. These visiting scientists must *be experienced researchers of outstanding stature in international training and collaborative research.*

Visiting scientists are recruited as experienced researchers (see definition above). Their salary will be determined according to the two brackets for experience (4-10 years; > 10 years) laid out in Annex 3, Table 1 of the People Work programme. For each of the brackets the basic salary of the table will be topped up by 30% to reflect the outstanding stature of the visiting scientist. (For more details on the role of visiting scientists, please refer to section 2.4.4 below).

For all recruitments in a network the eligibility of the researcher will be determined at the time of recruitment and the status of the researcher will *not* evolve over the life-time of a contract.

### **2.3.2 Duration of appointments**

The length of individual appointments for researchers will be limited to between 3 months and 36 months for *early-stage researchers* and 3 to 24 months for *experienced researchers* that are in the first five years of their research careers.

*Example: a researcher is in the process of writing up her Ph.D. after 4½ years of research and would like to apply for an appointment within an ITN. While she has not yet gained her doctorate, she would **not** be considered as an ESR due to her level of experience. However, she would be eligible for recruitment as an Experienced Researcher (ER). The appointment as an ER in the network could be for up to 2 years – within the limits of the overall duration of the ITN project.*

*Visiting scientists* will usually be recruited for multiple stays within the network. Together the stays should add up to a minimum period of one month.

### **2.3.3 Conditions of nationality and mobility of researchers**

Researchers are normally required to undertake trans-national mobility (i.e. move from one country to another) when taking up their appointment. Two general rules apply to the appointment of researchers in a network:

- Researchers can be nationals of any country other than the country of the premises of the host organisation where they will carry out their project; however nationals of countries outside the EU and Associated States can only be recruited by hosts that are located in Member States or Associated States.
- Researchers must not have resided or carried out their main activity in the country of the host for more than 12 months in the 3 years immediately prior to their recruitment

*Example: a French researcher has moved to Germany for the first time and has carried out research there for the last six months. He can be appointed within an ITN team in Germany.*

The People Work Programme specifies a number of specific exceptions to these rules (WP section II.2.1.2)

#### **2.3.4 Relative distribution of researcher-months in an ITN**