



INSTITUTE FOR ADVANCED STUDIES (IAS)

**MSCA COFUND
YOUNG INTERNATIONAL ACADEMICS
“YIA”**

Postdoctoral Programme – Call#2 2024

Call description and guidelines for candidates

Timeline Call#2:

Opening of the call	Proposal submission deadline	Selection Committee Meeting	Communication of call results	Earliest start date
01 February 2024 @9 am CET	30 April 2024 @2 pm CET	24&25 September 2024 (indicative)	Mid-October 2024 (indicative)	November 2024 (indicative)



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YOUNG INTERNATIONAL ACADEMICS

Postdoctoral Programme

Description and application guidelines

The Institute for Advanced Studies (IAS) at the University of Luxembourg (UL) provides funding opportunities and a propitious interdisciplinary environment to attract talented postdoctoral candidates who wish to conduct their postdoctoral research in a multidisciplinary setting in research groups and with partners of the University of Luxembourg. The programme is explicitly open to all disciplines, topics, and sectors within the academic competences of the University of Luxembourg.

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Candidates are invited to regularly check the YIA website for any updates.

1. Description of the Young International Academics call

1.1 Introduction

The programme Young International Academics “YIA” is a programme co-financed by the European Commission and the University of Luxembourg. It takes place within the framework of the Institute for Advanced Studies (IAS) of the University of Luxembourg, and has the objective to attract outstanding postdoctoral candidates, who wish to conduct their interdisciplinary research in a consortium grouping in one or more of UL Departments and/or UL Interdisciplinary Centres.

YIA is an individual-driven research training and career development programme for early-career researchers based on incoming mobility. YIA aims to provide early-career researchers with the expertise needed to become the next generation of leaders with strong experience and interdisciplinary skills. Their interdisciplinary postdoctoral project will run under the responsibility of two professors (at assistant, associate or full professor level - affiliated professors are only eligible for co-supervision) at the UL.

This programme aims to contribute to position UL as the place to be for interdisciplinary research and as an attractive institution with appealing working conditions. Driven by excellence and interdisciplinarity, the YIA call is open to all disciplines of the UL. Candidates are free to choose their research topic, albeit this must be covered by two distinct disciplines offered by UL. YIA will offer 10 full-time fellowships of 36 months each, in 2 calls (5 fellowships by call).

The YIA postdoctoral fellows will benefit from UL’s top research infrastructures and a training programme in disciplinary, interdisciplinary, and transversal skills designed to contribute to further career development.

In addition to their UL contract, postdoctoral fellows who have been granted a YIA fellowship automatically join the IAS-Luxembourg and, therefore, the IAS community.

1.2 Call timeline

The key milestones of the **first YIA call (call #2)** are the following:

- Call opening: **01 FEB 2024 @ 9am CET.**
- Communication of the list of potential UL supervisors: the next working day after receipt of the candidate’s postdoctoral project proposal and successful preliminary eligibility check.
- Step 1 deadline: **05 APR 2024 @2pm CET.**
- Proposal submission deadline: **30 APR 2024 @ 2pm CET.**
- Eligibility check deadline: Mid-May 2024 (indicative date).
- Pitch and scientific debate with the IAS Scientific Council: 24 and 25 September 2024 (indicative).
- Notification to candidates: Mid-October 2024 (indicative).
- Earliest start date: November 2024 (indicative) (fellowship duration: 36 months).
- Latest start date: **01 February 2025**. After this date, the funding will be cancelled.

1.3 Eligibility for participation

Young International Academics postdoctoral projects are generally initiated by the postdoctoral researcher, in collaboration with two UL professors.

The interdisciplinary postdoctoral project is placed under the formal responsibility of a UL professor, seconded by a co-supervisor (as well UL professor) from a different discipline. The two professors must represent two different research disciplines (provided they fall within the competence of UL) within or across departments at UL faculties or UL interdisciplinary centres.

Professors already involved as a PI in an IAS project (Audacity, Brainstorm and/or Distinguished) are eligible. Professors who are members of the IAS Scientific Council are also eligible but will be de facto excluded from assessing their project through the entire selection process (conflict of interest). Interdisciplinarity is the key to this programme and evaluations will take into account the degree of interdisciplinarity of each project.

Each UL professor may only apply, as main supervisor or co-supervisor, with one postdoctoral candidate in call #2. Participation of UL professors, as main supervisor or co-supervisor, in call #2, will only be possible for those who were not successful in call #1.

A supervisor (whether main or co-supervisor) may only support one YIA Fellow at most (i.e. they cannot be main supervisor for one fellow and co-supervisor for another fellow).

Each postdoctoral candidate may only submit one application to YIA. Multiple applications or resubmissions will not be allowed.

Eligible candidates:

- are of any age and any nationality.
- are early-career researchers having successfully defended their doctoral thesis at the call deadline (a signed certificate or a signed letter from the institution where the thesis has been defended is required).
- must have defended their doctoral thesis before the call deadline but no more than 8 years before the call deadline.
- cannot have resided or carried out his/her main activity (work, studies, etc.) in Luxembourg for more than 12 months in the three years before the deadline of the call.
- must have identified 2 eligible UL professors in 2 different disciplines within the 3 Faculties or 3 Interdisciplinary Centres of the UL.
 - o The supervisor must be either an assistant, associate or full professor having a valid employment contract for the full duration of the postdoctoral fellowship (affiliated professors are excluded as main supervisor).
 - o The co-supervisor can be a professor of UL or an affiliated professor of UL having a valid appointment for the full duration of the postdoctoral fellowship.
- must be fluent in English.

Main and co-supervisors must be Professors at UL (with the title of Professor - whether assistant, associate or full), and UL Affiliated Professors may only be co-supervisors.

Extensions of eligibility: Eligibility can be extended for reasons such as maternity, paternity, illness, national service, training, natural disasters, or asylum, and these should be described in the application. Extensions to the 8-year period will be calculated using ERC Starting Grant criteria. Check out the webpage to find the specific rules regarding eligibility criteria: [Starting Grant | ERC \(europa.eu\)](#) or [wp_horizon-erc-2023_en.pdf \(europa.eu\)](#).

All documents used to calculate the extension of eligibility must be translated into French, English or German (if they are not already).

1.4 Redress Procedure

After receiving negative feedback on the eligibility of their application, and in case candidates may feel that their proposal is not treated fairly, they may start a redress procedure, but solely concerning procedural matters, not the scientific content of the evaluation. Candidates will be informed of this possibility. If they wish to file a redress, they should write their complaint within 10 days after receiving the decision to the YIA support team by sending an official complaint to via@uni.lu. In parallel, the complaint file will be sent for external review to a qualified impartial institution.

The complaint can be dismissed or accepted. In the latter case, the support team ensures that the cause of the complaint is rectified, and the evaluation process will be repeated for the complainant. The UL is aware and accepts that this might result in adding a candidate on the funded list. An additional 10 days are reserved for this process.

2. Project Proposal Information

2.1 Proposal submission process

The application process consists of **two** steps:

- Step 1.** Declaration of interest
- Step 2.** Submission of the full application

An electronic Project Announcement Sheet (e-PAS) must be submitted to the UL e-PAS system by the supervisor or the appropriate Research Facilitator, indicating the Young International Academics programme, before the full submission of the application (step 2).

Step 1: Declaration of interest (to be completed by the candidate)

The candidate is the initiator of the process by submitting a declaration of interest via a Lime Survey questionnaire. The declaration of interest includes:

- the candidate's credentials,
- a 2-page description of the interdisciplinary research proposal using the "YIA COFUND Project Proposal" form,

- a 1-page motivation letter and
- a Curriculum Vitae (CV) using the “YIA COFUND Curriculum Vitae” template.

The deadline for Step 1 submissions is set on **April 05, 2024 at 2pm CET**. Applicants who have not submitted their Step 1 by this date will not be able to submit their project proposal in Step 2.

The CV and Research Proposal templates are available online: [Downloads & Links - Young International Academics "YIA" \(uni.lu\)](#). There is no template for the motivation letter, but the content must respect the following format: font Arial, size 11, single line spacing and 1.5 cm top/bottom/left/right margins.

A list of the disciplines and potential supervisors available at UL will be provided to each candidate, after completion of Step 1, to ease the identification of a potential supervisor. There is no obligation for the professor who will be contacted to accept an application. He/she can refuse and/or propose a colleague.

The proposed supervisor will identify a co-supervisor from a complementary and different discipline, to ensure the interdisciplinary dimension of the co-supervised postdoctoral project.

This phase and criterion will require a contact between the candidates and professors of UL to guide the candidate scientifically, to improve and further elaborate the postdoctoral project proposal. The supervisor must be a professor of UL, the co-supervisor can be a professor of UL or an affiliated professor of UL.

1.1) The candidate completes the online Lime Survey “Declaration of interest” with 17 questions (all fields must be answered, or the application will be rejected) available on the YIA website under: <http://ulsurvey.uni.lu/index.php/324579?lang=en>.

All the fields and documents must be completed in English.

Questions that you will be asked in step 1 of the procedure:

- Question 1: First name (ex: John)
- Question 2: LASTNAME (ex: DOE)
- Question 3: Postal address of your current place of residence
- Question 4: Zip code of your current place of residence
- Question 5: Country of your current place of residence
- Question 6: E-mail address
- Question 7: Citizenship
- Question 8: Current / most recent University or institution
- Question 9: Upload your CV using the mandatory template (PDF file)
- Question 10: Principal discipline of your project
- Question 11: Secondary discipline of your project
- Question 12: Upload your research proposal using the mandatory template (PDF file)
- Question 13: Upload your letter of motivation following the formatting instructions (PDF file) (no template; font Arial, size 11, single line spacing, 1.5 cm top/bottom/left/right margins)
- Question 14: Please confirm that you have successfully defended your doctoral thesis

or will defend your doctoral thesis before the call deadline and no more than 8 years before the call deadline.

Question 15: Please confirm that you have not resided in or carried out your main activity (work, studies, ...) in Luxembourg for more than 12 months during the 3 years before the deadline of the call.

Question 16: Please confirm that you meet all the required criteria of the YIA call as outlined in the "Application Guidelines for Candidates".

Question 17: General Data Protection Regulation: Please refer to the document entitled "["PRIVACY NOTICE MSCA COFUND Young International Academics-rev.DPO UNI"](#)".

By clicking Yes, you agree to the personal data processing conditions listed in this document. By clicking No, you do not accept the conditions of personal data processing listed in this document and therefore cannot be evaluated. Your application will be then withdrawn from the application process.

An automatic message will be sent to the candidates to confirm that they have successfully completed the survey.

1.2) Once the declaration is completed, a member of the YIA support team will review the responses and perform an initial eligibility check. If all criteria are met, the candidate will receive a list of UL-professors in the specified disciplines on the next working day.

1.3) The candidate selects from this list a potential supervisor with expertise in the principal discipline of the project. This list is only a tool for the candidate to facilitate the search for their primary supervisor. Each candidate may also contact a UL professor who is not on the list.

1.4) The candidate and the potential supervisor get in touch and discuss further details of the proposed project. This step can be repeated if the initial contact does not result in a supervision confirmation (preliminary e-mail confirmation necessary).

1.5) The professor of UL identifies a co-supervisor to ensure the interdisciplinary dimension of the co-supervised project (a co-supervisor can be a professor at UL or an affiliated professor of UL).

1.6) The postdoctoral candidate and the 2 professors (supervisor and co-supervisor) develop together the project proposal and update the application form "*YIA COFUND ProjectACRONYM_CandidateLASTNAME_CandidateFirstname_Call#2*" available on the YIA website (Downloads & Links).

Step 2: Submission of the full application (to be completed by the candidate)

The candidate submits the full project proposal (mandatory template available on the YIA website - Download & Links) following the different sections of the template.

A preliminary Career Development Plan (CDP) must be part of the application. The CDP will be further developed after the project start in collaboration with the supervisor and co-supervisor.

Candidates must complete the Ethics Self-Assessment available in the Application Form document, following the Horizon Europe guidelines.

The full project proposal must also contain a preliminary plan for Dissemination, Exploitation

and Communication, taking the Open Science and FAIR principles into account.

Candidates must include a secondment in their project application. The secondment is mandatory for all candidates and must include a preliminary plan and the point of contact at the hosting institution. University of Luxembourg cannot be considered as a secondment institution.

The candidate submits the full application by sending the following documents to the email address yia@uni.lu:

- Application Form (mandatory template available on the YIA website - Downloads & Links page).
- Recommendation letter from and signed by the supervisor and co-supervisor both supporting the candidate and the project application (max 2 pages, no template; font Arial, size 11, single line spacing, 1.5 cm top/bottom/left/right margins).
- Copy of the PhD degree (or a certificate confirming that the candidate has successfully defended his/her doctoral thesis at the call deadline). If the candidate's certificate is not in English, French or German, it must be translated into one of these three languages.

Secondment information: candidates must include a secondment in their project application. A section must be dedicated in the project proposal. Secondments should add an intersectoral and/or interdisciplinary and, as far as possible, an international dimension, be relevant, feasible, and beneficial for the researcher and the project. They may be undertaken with academic and non-academic partners.

Secondments must last between 6 and 12 months, and may be split in several shorter ones, and must be implemented between 12 months and 30 months after the start of the candidate's project. The supervisor and co-supervisor shall support the candidate in finding a suitable secondment.

The host institution (with name of contact of the secondment supervisor) and an initial activity plan of the secondment are requested in the application form, but a detailed plan is not requested at the submission time.

The University of Luxembourg cannot be considered as a secondment host institution.

The support team of the YIA project will combine the full project proposal with the candidate CV, motivation letters of the candidate and of both supervisors, and proceed with the two required eligibility checks (internal and external) before peer-review evaluations and final ranking.

No budget file is requested for a Young International Academics project. But a brief description of facilities/equipment needed for the project and a provisional budget breakdown concerning materials and consumables must be provided in the Project Proposal document (within the 10 pages).

The contact between the candidate and the supervisors will be governed by the UL code of conduct, which commits to *"promoting fairness, inclusion, individual dignity, courtesy,*

sustainability, transparency, integrity, including scientific and research integrity, and professional growth, and to avoiding any unethical actions, which detract from our reputation for integrity and our commitment to trust and respect” ([Official Documents \(uni.lu\)](#)).

NB: To ensure equality between candidates of the first and second call, unsuccessful first-call candidates will not be given the opportunity to resubmit to the second call.

2.2 Key rules

- Candidate’s supervisor or the Research Facilitator are expected to file the e-PAS before final submission (step 2).
- Proposals must be written in English with a specified number of pages and format constraints (e.g., font size, line spacing...). Refer to the different templates for further instructions.
- All supporting documents must be translated in English, French or German (if they are not already).
- The Project Proposal form (step 1) is used only to contact one of the UL professors from the provided list but will not be submitted with the final Application Form (step 2).
- No budget file is requested for a Young International Academics postdoctoral project. But a brief description of facilities/equipment needed for the project and a provisional budget breakdown concerning materials and consumables must be provided in the Project Proposal document.
- Modifications after the deadline are not accepted. Incomplete proposals and those received after the deadline will not be processed.

2.3 Candidates and project coordination

The Young International Academics fellows will be encouraged to gain experience in managing a postdoctoral project under the co-supervision of two UL professors, and will:

- interact with different departments, research groups, or UL entities.
- be responsible for designing, managing, and executing the project activities on a day-to-day basis.
- respect high standards of ethical principles and research integrity.
- ensure the scientific quality of the research and the project contribution to the four missions of the IAS-Luxembourg:
 - to leverage bold and interdisciplinary research at the very forefront of science,
 - to represent UL’s values of excellence, interdisciplinarity and internationality,
 - to build bridges between the UL community, international visitors, and the general public,
 - to contribute to the attraction and retention of international talent.
- facilitate interdisciplinary approaches, as well as the coordination between his/her

supervisors, the reporting, and the exchange with the UL administration.

- be the main point of contact with the Head of IAS and the YIA support team for questions related to his/her project.

2.4 Intellectual property rights (IPR), acknowledgement, and authorship

IPR

For employees of the UL, the Intellectual property rights (**IPR**) fall under the University law, the working contract, and the [Guiding principles for the valorisation of research results and intellectual property rights](#).

Funding acknowledgement statement

Publications and any other communication media generated through the YIA grant should acknowledge the financial support from the European Commission and the Institute for Advanced Studies in the following form: *“This project has received funding from the European Union’s Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie Actions grant agreement 101081455 – YIA and from the Institute for Advanced Studies of the University of Luxembourg.”*

Result valorisation

At UL, the initial purpose of a patent is to communicate the results to potential stakeholders. The valorisation process allows the University of Luxembourg to protect, add value and transform the foundational research results into products, processes, services, or innovative and economically viable forms of technology duly protected by intellectual property rights. According to the national law, all researchers who decide to valorise an innovative result, coming from their scientific work, must declare it to their employer. The **central Office of Partnership, Knowledge and Technology Transfer** (PaKTT Office) at UL provides support and guidance for researchers who aim to valorise innovative results. Further questions to IPR issues, shall be raised to the attention of the central PaKTT or support structures/officers at the concerned entity of the University.

2.5 Ethics, Open science, and gender

Code of conduct, ethics and personal data

UL promotes the responsible conduct of research as described in the **University of Luxembourg - Code of Conduct** [Official Documents \(uni.lu\)](#)). UL implements the Guiding Principles for Innovative Doctoral Training set by the European Commission, and also respects fundamental ethical principles as listed in the Charter of Fundamental Rights of the European Union.

At UL, any research involving the participation of human subjects, animals or the use of biological materials or personal data, or which may represent a risk for the environment or for society, is considered as having an **ethical component**.

Ethical components must be specifically addressed in the YIA proposal, by fulfilling the **ethics principles** in force at UL ([Ethics Policies and Committees \(uni.lu\)](#)). The following panels and contact points (at UL or national) are relevant to provide support and guidance:

- Researchers must consult the **Ethics Review Panel** of the University of Luxembourg (ERP, erp-submissions@uni.lu) regarding the general ethical aspects of their projects before beginning their research. It is the responsibility of the candidate and his/her supervisors to consult further Ethics Committees at the proper time, if appropriate.
- In case the experimentation involves animals, the **Animal Experimentation Ethics Committee** of the University of Luxembourg (AEEC, aeec@uni.lu) shall be consulted. This committee examines and delivers an opinion on projects that use animals for scientific purposes.
- For projects handling personal data, the **Data Protection Officer** at UL (DPO, dpo@uni.lu) provides advice and guidance about data protection to university staff and is the contact person for the National Commission for Data Protection (CNPD). Such projects shall receive approval of the CNPD prior to the start of the project.

Open Science and DORA

The University of Luxembourg encourages the dissemination of research results to the scientific community and the general public, as well as their protection and economic exploitation, along the general principle “as open as possible - as closed as necessary”. The YIA fellows must adhere to the Open Access (OA) policies of Horizon Europe and UL. At UL, all researchers are encouraged to support the OA movement. Research outputs must be deposited on UL’s institutional Open Access repository Orbi.lu. For added flexibility, YIA fellows may also deposit their research output in other repositories such as OpenAIRE or in the Registry of Open Access Repositories. The Office for Partnership, Knowledge and Technology Transfer at UL also provides guidance on IP rights to all researchers, including YIA fellows, who wish to share software through open-source licenses. In the spirit of the San Francisco Declaration on Research Assessment (DORA), UL also recognizes the value of other types of research outputs.

Gender, Inclusion and Diversity

The University of Luxembourg embraces inclusion and diversity as key values. The University is fully committed to removing any discriminatory barrier related to gender, in recruitment and career progression of our staff.

Within this general principle, the University will ensure that the Young International Academics community of the IAS is gender balanced and receives training in relevant gender-awareness. In addition, the Scientific Council of the IAS includes the University gender delegate ([Gender Equality Officer \(uni.lu\)](#)) as an observer in the selection process.

3. Selection process of Young International Academics projects

Candidates for the YIA calls will be evaluated by the members of the Scientific Council of the IAS and external experts identified by the UL from the academic and non-academic world.

The selection criteria are listed in the table below. The evaluation and selection processes of the YIA project proposals consists of several steps:

- 1. Submission** - Following completion and successful submission of his/her application via the online proposal submission system, the candidate will immediately receive an automatic confirmation of receipt.
- 2. Eligibility check (2 weeks)** - The YIA support team will check all applications received via the online proposal submission system for eligibility. The eligible proposals will be then sent to the University of Mons (Belgium) for a second cross check. An email indicating the eligibility status of the application will be sent to all candidates. All ineligible proposals will be no further evaluated, all eligible proposals will automatically proceed to the review stage.
- 3. Peer reviews (8 weeks)** - Eligible proposals will be sent to a reviewer panel composed of external reviewers and reviewers of the IAS Scientific Council. For each proposal, the following documents will be shared with the evaluators: project application file, CV of the postdoctoral candidate, letter of motivation from the postdoctoral candidate and support letter from the 2 supervisors addressing the quality of the candidate and the match between the proposed project and the candidate's qualifications/track record. The reviewers will use the scoring and criteria from the table below to evaluate each proposal.

NB: If your project proposal is sent to evaluators from countries such as Australia, Bangladesh, Canada, India, Singapore, South Africa and the United States, which do not offer the same level of protection as Europe, we will ask for your express consent before any transfer of your personal data. We inform you that these experts will be chosen for their expertise in their respective fields. Please refer to the document entitled "[PRIVACY NOTICE MSCA COFUND Young International Academics-rev.DPO UNI](#)" for more information.

- 4. Ranking based on written assessments** – Applications will be initially ranked based on the written assessments provided by the reviewers (using the points from the table).
- 5. Oral pitch** - The 15 best candidates of eligible proposals will be invited to present and defend their project in front of the IAS Scientific Council in an oral pitch of 15 minutes, followed by a Questions & Answers session of 15 minutes (face-to-face or video conference, both are possible). The Head of IAS and Scientific Council members will rank the proposals based on the written reviews and the pitch and will recommend the final 5 candidates and their proposals for funding to the rector for final decision.

The Scientific Council of the IAS is composed of UL-internal and UL-external experts (see picture below). Further details on the organisational features of the IAS Luxembourg and the role and composition of its Scientific Council can be found here: [Governance - University of Luxembourg | Uni.lu](#).



Head of IAS
Chair of Council

Casting vote



Prof. Claus VÖGELE
Health Psychology



5 International experts
External to Uni.lu

Individual vote



Prof. Anna KORHONEN
Computational
Linguistics



Prof. Helle
STRANDGAARD JENSEN
Contemporary cultural
history



Prof. Alan KIRMAN
Economics



Prof. Giovanni GALIZIA
Zoology/Neurobiology



Prof. Philipp SLUSALLEK
Computer Graphics/AI



5 internal IAS fellows
Internal to Uni.lu

Individual vote



Prof. Silvia ALLEGREZZA
Criminal Law



Prof. Elisabeth LETELLIER
Life Sciences and
Medicine



Prof. Anna Elena KORNADT
Psychology



Prof. Jan LAGERWALL
Experimental polymer
physics



Prof. Luca RATTI
European and comparative
labour law



Observers
Internal to Uni.lu

Nonvoting observers



Prof. Skerdilajda ZANAJ
Gender Equality Officer



Prof. Simone NICLOU
VRR

Scoring	Meaning	Assessment of the written application
1	<u>very poor</u>	Research work neither solid nor exciting, flawed in the scientific/technical approach, repetitions of other work, etc. Work not worthy of pursuing.
2	<u>poor</u>	Research work is solid but not exciting, generating new knowledge, worthy of support but with less priority than work in the below scoring categories.
3	<u>fair</u>	Work is competitive at the national level and will probably make a valuable contribution in the international field.
4	<u>very good</u>	Work is expected to make a significant contribution; nationally at the forefront of research but not exceptional internationally.
5	<u>excellent</u>	Work is audacious and at the forefront of knowledge and will most likely have an important and substantial impact on science internationally.
Scoring	Meaning	Assessment of the candidate's performance in the pitch and scientific debate
1	<u>very poor</u>	Candidate fails to address the criterion, or the criterion cannot be assessed due to missing or incomplete information.
2	<u>poor</u>	The criterion is inadequately addressed, or there are serious inherent weaknesses.
3	<u>fair</u>	Candidate broadly addresses the criterion, but there are significant weaknesses.

4	<u>very good</u>	Candidate addresses the criterion very well, but a small number of shortcomings are present.
5	<u>excellent</u>	Candidate successfully addresses all relevant aspects of the criterion; any shortcomings are minor.

A weighting percentage will be applied to the scores given for each evaluation criterion for the peer evaluation phase resulting in a weighted score. A weighted total score will be calculated based on the scores of both individual criteria (peer review and pitch and scientific debate) and converted into a percentage of the maximum score.

Criteria for evaluation, section, and final ranking	Maximum
PEER REVIEW (weight 40%)	
Academic excellence of the candidate (5) and appropriateness of the joint supervision (5)	10 points
Audacious risk/boldness character of the project proposal in terms of novelty (5), and originality of the methodology (5)	10 points
Interdisciplinarity, readiness of the candidate to work in an interdisciplinary team (5) and the team's complementarity (5)	10 points
Quality and efficiency of project implementation	5 points
Appropriateness of the secondment to reach the project objectives	5 points
Candidate's career aspirations and quality of the Career Development Plan (CDP)	5 points
Scientific, societal and economic impacts of the project as described in the PDEC (Plan for Dissemination, Exploitation, and Communication)	5 points
Total peer review	50 points
Total peer review weighted average (40%)	20 points
PITCH and SCIENTIFIC DEBATE (weight 60%)	
Quality of the pitch presentation (5) and oral (5)	10 points
Persuasiveness in defending the project proposal (5) and the methodology for its implementation (5) during the scientific debate	10 points
Communication skills to describe a complex and interdisciplinary project	5 points
Total pitch and scientific debate	25 points
Total pitch and scientific debate weighted (60%)	15 points

6. Communication to candidates - The rector's decision is communicated to the candidates by the Head of IAS through a notification letter, based on the recommendation made by the Scientific Council.

In case of application withdrawals, candidates on the reserve list will be informed that their

application is proposed for funding. Once all 5 positions for a call are filled, candidates from the reserve list will be notified that they are not retained for funding. In case the reserve candidates are no longer interested in maintaining their application, any vacant places in the first call will be included in the second call.

4. Recruitment

4.1 Duration and remuneration

The maximum funding of a Young International Academics postdoctoral project is limited to the amount covering the gross salary including employer's charges and monthly allowances for travel, conference fees, publication, training, etc. The research costs can be annually distributed in an ad hoc manner over the entire project duration (**36 months**). Travel from previous residence to Luxembourg for retained fellows is covered at the start of the fellowship (1-way economy ticket) by the IAS.

The project budget form (Excel spreadsheet used for submission of other UL internal projects) is NOT required for submission of a YIA project; however, a brief description of facilities/equipment needed for the project and a provisional budget breakdown concerning materials and consumables must be provided in the Project Proposal document in order for the evaluators to assess the feasibility.

It also must be stated in the project proposal that the supervisor's entity will cover all costs associated with the project that are not covered by listed amounts below.

The below table provides a summary of eligible **costs**:

Cost categories		Amount (€/month)
<u>Monthly salary costs</u>	Living allowance <i>(Indicative amount)</i>	7.786*
	Mobility allowance	600
	Family allowance <i>(if applicable)</i>	150
<u>Research related costs</u>	Travel allowance	500
	Research costs	500
	Training costs	500

These **costs** do not reflect the net monthly salary. They include employer charges, social security, pension, etc.

*The living allowance is subject to changes due to Luxembourg's salary indexation on inflation, as decided by the Government of Luxembourg.

The family allowance is provided only to candidates that have family obligations. Family is

defined as persons linked to the candidate:

- by marriage or
- by relationship of a status equivalent to marriage recognised by the legislation of the country or region where the relationship was formalised
- as independent children who are being maintained by the researcher.

The family status will be determined at the deadline of the call and may be subject to revision during the 36 months of the fellowship.

The travel allowance includes a calculated average of the researcher's expected travel costs to and from secondments and covers the cost of travel to 2 trainings/conferences a year.

The Research costs are equal to the unit contribution toward research costs of the MSCA YIA fellows, and covers costs such as equipment, consumables, research data purchasing, costs of publication in Open Access, etc.

The Training costs are equal to the unit contribution for training costs of the MSCA YIA fellow and can be used by the researcher to attend external trainings.

The university of Luxembourg offers additional employee benefits, such as (but not limited to):

- 32 days of annual leave,
- Approx. 18 meal vouchers/month (10.40€),
- travel insurance for the employee (business and personal travel abroad).

The recruitment process will be implemented by the Human Resources Department of UL. A period of 3 months is planned for this process. The earliest start date for call #2 is the month after the notification (November 2024) and the latest is 1 February 2025.

4.2 Career development

Together with the supervisors and the Human Resources Department of the University, each fellow will establish a Career Development Plan (CDP) in the first month of the fellowship. The fellows will detail their career objectives, and the needed scientific, technical, and non-research oriented transferable skills (skills analysis) and design their CDP from there.

The CDP will include research and/or innovation objectives, training objectives and related planned training on transferable skills, teaching, and a planning for publications and participation in conferences, formalized in deliverables. The CDP will be used during supervisory meetings to monitor progress in research and training objectives.

Each fellow will have an individual training programme, which will be included in their CDP, based on the YIA training programme, which consists of the following broad lines:

1. Training through research – development of core and additional scientific skills
2. Secondment – development of core and additional research skills
3. Summer/winter schools – for relevant transferable skills
4. Additional scientific and transferable skills training, including teaching
5. Presentation of research results at (inter)-national meetings and conferences
6. Attendance of workshop / training on interdisciplinarity or leadership

7. Individual coaching in their career development through dedicated supervision

5. Contact information

For any question related to the YIA project, you can contact the support team by email: via@uni.lu.

A response will be provided within 5 working days and within 2 working days during the call periods.