The COFUND Marie Sklodowska Curie Actions: a step towards the Human Resources Strategy for Researchers

Sharing best practices for recruiting researchers: the experiences of the University of Torino

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UNIVERSITÀ DEGLI STUDI DI TORINO

over 75.000 students

27 departments

69 first cycle degree, 75 second cycle degree, 9 one long cycle degree

34 PhD programmes, 3 specialisation courses, 56 specialisation schools

over 600 international cooperation agreements with other Universities

all disciplines,
except engineering and architecture

115 projects funded under FP7
118 projects funded under H2020

nr. 2 COFUND projects

A COFUND Action for UNITO, why?

At research(er) level

▶ offer of new **international programme** to be implemented through trans-national mobility of fellows,

▶ offer of **interdisciplinary research paths**, **freedom of choice** amongst a broad range of research areas

▶ definition and provision of **innovative research and training programmes**, aligned to **EU standards**, including the strengthening of **international and intersectoral exposure of fellows**;

▶ increasing the set of **skills**, **both research-related and transferable ones, enhancing future career prospects** both in and outside academia

▶ creating **favorable conditions of developing research and training projects with regional, national or international partner organisations,** thus extending the networking

A COFUND Action for UNITO, why?

At *organisational and system* level

▶ Become a **player of excellence** in **creating an innovative setting** to enhance researchers' careers;

▶ Enhanced cooperation and transfer of knowledge between sectors and disciplines, Strengthening of international and intersectoral collaborative networks

Make progress towards the principles of recruiting researchers according to EU Charter &Code principles

▶ Improvement in the **working and employment conditions** for researchers in Europe at all levels of their career, starting from the doctoral stage

▶ Increase in **international, interdisciplinary and intersectoral mobility of researchers in Europe**, thus strengthening of Europe's human capital base in R&I and increase in Europe's attractiveness as a leading destination for R&I

COFUND projects @UNITO

2020 researchers: TRAIN TO MOVE (T2M)

Cofunded: FP7-PEOPLE-2013-COFUND - Marie-Curie Action: Co-funding of regional, National and International Programmes, GA 609402

PhD Technology Driven Sciences: Technologies for Cultural Heritage (T4C)

Cofunded: MSCA-COFUND-2016 - Co-funding of regional, national and international programmes, GA 754511

Co-funding organisation: Compagnia di San Paolo

Train2Move

FELLOWSHIP PROGRAMME

Project information

T2M

Grant agreement ID: 609402

Status
Closed project

Start date
1 January 2014

End date
31 December 2018

Funded under:
FP7-PEOPLE

Overall budget:
€ 2 998 996

EU contribution
€ 1 199 598,40

Coordinated by:
UNIVERSITA DEGLI STUDI DI TORINO
Italy

The action

Key features

- A new international fellowship programme
- **A transparent an international evaluation and selection process**
- A lively research environment d for academic and non-academic sector

International openness

- Researchers of any nationality
- Researchers with up to 7 years of research experience since PhD or having a maximum of 4-10 years research experience after Master's degree
- International Mobility from all over the world

Attractive conditions and equal opportunities

- Developments of a personalized career development plan
- Complementary training on soft skills
- Attractive salary conditions
- Career breaks taken into consideration

The call launching

- Widely advertised at local, national and international level

- Regular selection rounds for researchers

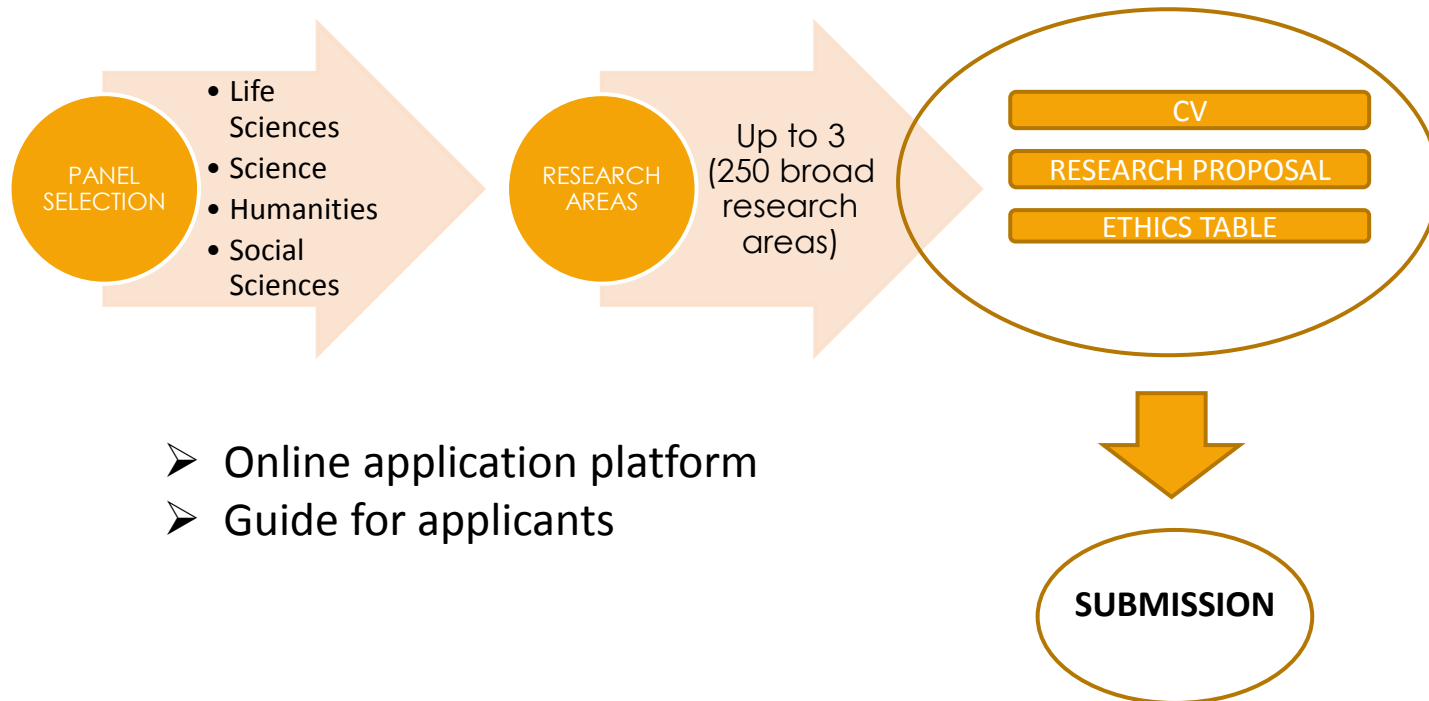- Support to fellows at all steps of application procedure

The application process

PANEL SELECTION
- Life Sciences
- Science
- Humanities
- Social Sciences

RESEARCH AREAS

Up to 3 (250 broad research areas)

CV

RESEARCH PROPOSAL

ETHICS TABLE

SUBMISSION

➢ Online application platform
➢ Guide for applicants

The recruitment process

ELIGIBILTIY CHECK

- MANAGEMENT TEAM
- Notification to applicants
- *Redress window*

SCIENTIFIC EVALUATION
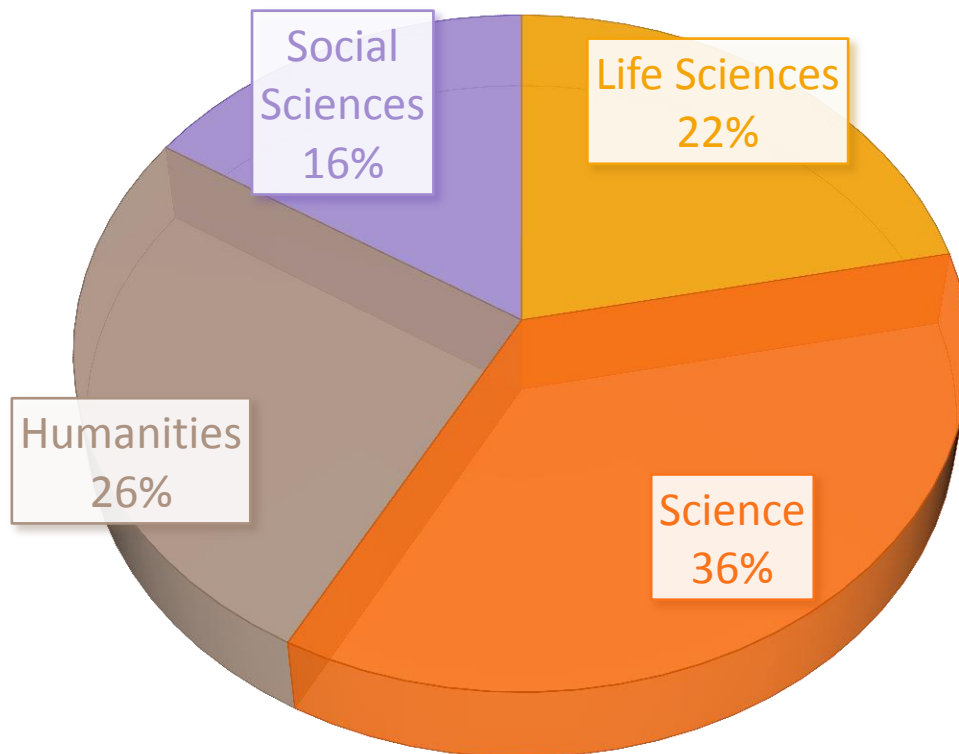
INTERVIEW

- PANEL CHAIRS AND CO-CHAIRS + 1 HO MEMBER

The scientific selection committee

Social Sciences 16%

Life Sciences 22%

Humanities 26%

Science 36%

▶ database of more than 40,000 experts across all scientific disciplines

▶ 6/7 experts each panel

▶ 1 chair, 1 co-chair each panel

▶ 3/4 experts each proposal

▶ **At interview step chair and co-chairs of panels and a member of HO**

The evaluation criteria

|	CV	PROPOSAL		
	Researcher	**S&T Quality**	**Implementation**	**Impact**
	research experience	interdisciplinary and multidisciplinary aspects of the proposal	coherence between research proposal and hosting departments	potential for acquiring new competences
	research results	appropriateness of research methodology and approach	management of the research project	potential for acquiring complementary skills
	independent thinking and leadership quality	originality and innovative nature of the proposal and coherence with the research areas	feasibility of the project	contrib... Eur... ex... co...
	interdisciplinary approach	relevance of the proposal in relation to the state of the art	interdisciplinary approach	rele... prop... relatio... state of th...
Threshold	3/5	3/5	3/5	3/5

Alignment with European standards (MSCA IF)

Outcomes of this process

▶ Open call and competition widely disseminated

▶ External independent evaluators, members of hosting institutions at interview step to check the feasibility of the project at UniTo, no role in the evaluation procedure

▶ Highly interdisciplinary evaluation panels

▶ Selection and evaluation process through remote phase and consensus meeting

▶ Conflict of interest

Selected Fellows

374 applications received through **2 calls for applications**
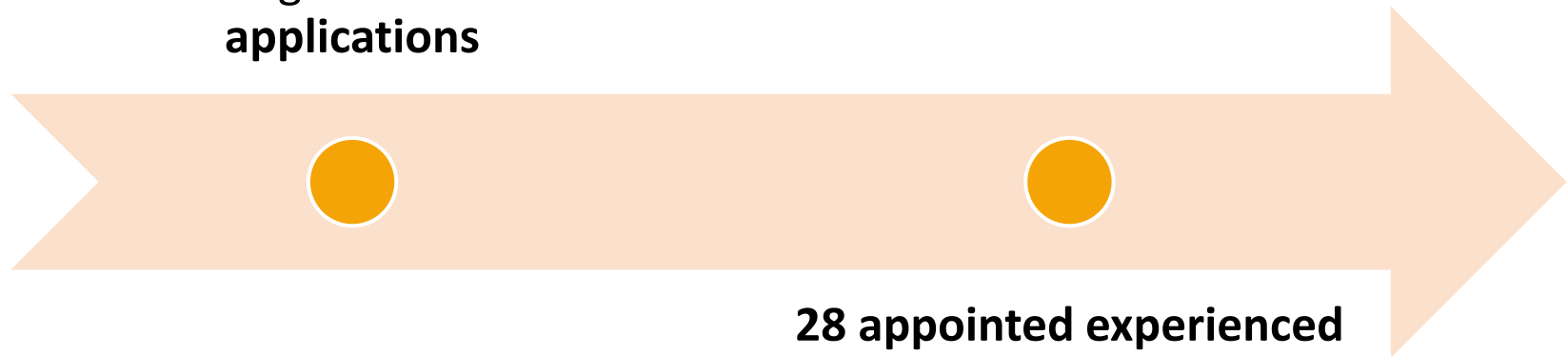
28 appointed experienced researchers with a **2 year employment contract**

Selected Fellows today

11 fellows in Italy as temporary researchers or research fellows, **of which 9 based in UniTO**

11 fellows left Italy, as assistant professor, research fellows in European and non European institutions

2 fellows granted with Marie Curie Individual Fellowships, **1** based in Italy, at **UniTO**

Exchanges practices within the institution

from
Fellowship programme

→

to
Doctoral programme

Tech4Culture

DOCTORAL PROGRAMME

Project information

T4C

Grant agreement ID: 754511

Status
Ongoing project

Start date
1 January 2018

End date
31 December 2022

Funded under:
H2020-EU.1.3.4.

Overall budget:
€ 2 825 280
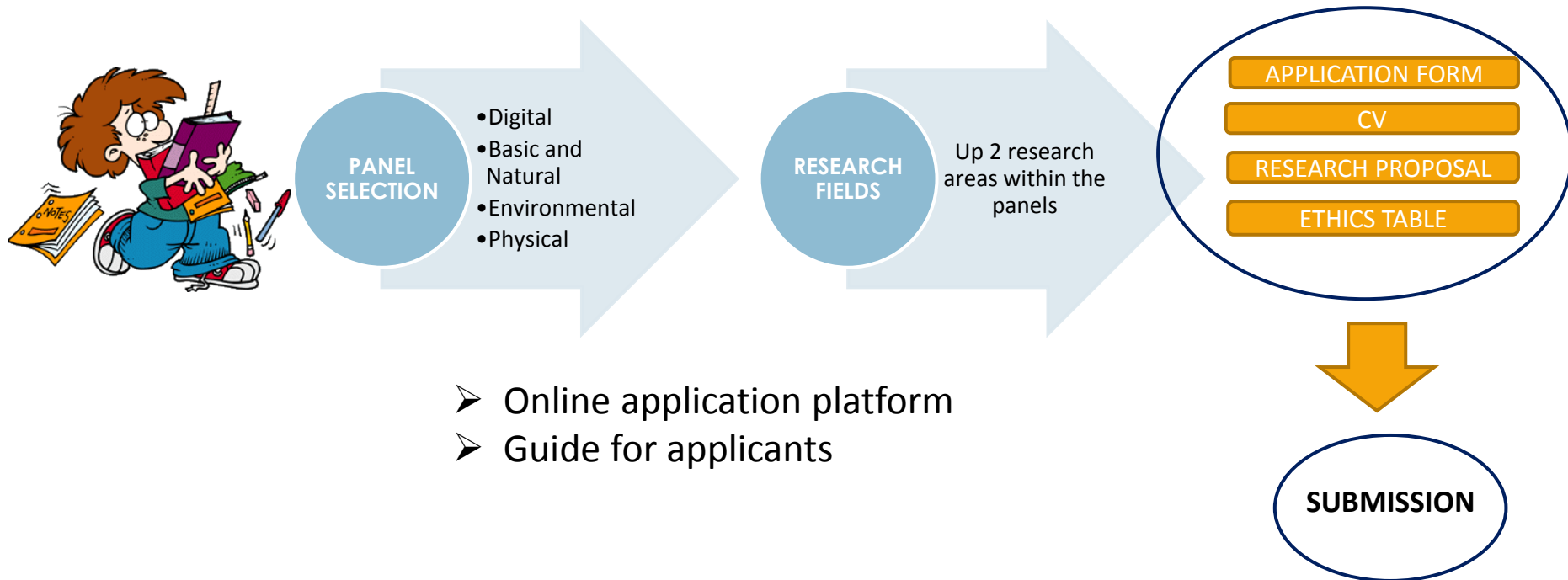
EU contribution
€ 1 412 640

Coordinated by:
UNIVERSITA DEGLI STUDI DI TORINO

Italy

The action

▶ **A new interdisciplinary, intersectoral doctoral programme** in technologies applied to Cultural Heritage.

▶ **Joint supervision** (academic and non-academic), excellent scientific training, training in **soft skills**, **national and international short-term visits** and **secondment opportunities**.

▶ **18 fellowships** available for transnational incoming early stage researchers.

▶ **2 Calls for Applications** published in March 2018 and March 2019.

▶ **A transparent and international evaluation and selection process**

▶ A lively research environment for academic and non-academic sector.

The application process

PANEL SELECTION
- Digital
- Basic and Natural
- Environmental
- Physical

RESEARCH FIELDS

Up 2 research areas within the panels

- APPLICATION FORM
- CV
- RESEARCH PROPOSAL
- ETHICS TABLE

SUBMISSION

➢ Online application platform
➢ Guide for applicants

The selection process

Publication of the call	
STEP 1 - Eligibility check	**In charge of T4C Management Team**
STEP 2 Technical and scientific evaluation	**In charge of Scientific Selection Committee**
STEP 3 Interview	**In charge of Scientific Selection Committee**
Acceptance of fellowships	
Start of Fellowship and enrolment in T4C PhD	

Notifications to the applicants
REDRESS WINDOW – 10 days

Notifications to the applicants
REDRESS WINDOW – 10 days

Notifications to the applicants

✓ **fully managed by the T4C management team**
✓ **supervision of European Science Foundation in 1° call**

The scientific selection committee

Selection of experts through an **OPEN CALL** open to national and non-national experts, belonging to private and public, research and non – academic institutions

- ▶ High relevant publications

- ▶ Past and ongoing expenriences of PhD programmes

- ▶ Participation into training and research projects

- ▶ Scientific results achieved

- ▶ And/or high professional experience in the specific research field

The scientific selection committee

Each panel composed of **4/5 members**, of which at least:

> ▶ **one non-national**
> ▶ **one non-academic +**
> ▶ **1 member of Scientific Executive Board of the Doctoral Programme,**

Each panel is **chaired** by one of its members, the chair is in charge of conducting the discussion in a balanced manner and make arbitration whenever required;

The UniTO member involved is appointed as **co-chair** and has the role to ensure that the proposed PhD proposal can be implemented. He/she participates actively at interview step

The evaluation criteria

Evaluation Criteria	Supporting document(s)
1 Education and training	CV, Master and Bachelor Degree and Transcripts
2 Research experience and skills	CV, Reference Letters, Uploaded publications
3 Research proposal	Research project
4 Motivation	Motivation Letter

Evaluation Criteria

1 – Scientific Knowledge in the selected topic

2 – Research Experience in the selected topic

3 - Motivation Interest in the selected topic, interest in a research career

4 - English Fluency and use of language

INTERVIEW STEP

Selected applicants

▶ 107 applications received, through 2 calls for applications

▶ 18 ESRs fellows appointed with a 3 year employment contracts

Final thoughts

Best practices

➢ As these selection processes has been implemented according to the principles set out in the European Charter and Code;

➢ As these procedures help to implement improvements on recruitment procedure, especially for PhD candidates;

➢ For evaluators involved in the presented evaluation and selection procedure

Thank you!