

## Requirements for recruitment in FP7-PEOPLE-2011-ITN

This document lists requirements for recruitment in FP7-PEOPLE-2011-ITN. There are different main aspects that need attention when recruiting. Below each aspect is specified and it is **crucial** that the requirements are met or consequently the recruitment costs will not be eligible.

**MOBILITY:** The researcher must not have resided, worked or studied in the country of their host organisation for more than 12 months in the 3 years prior to the relevant deadline for submission of proposals, or recruitment by the host organisation. Compulsory national service and/or short stays are not taken into account. Special rules apply for international (European interest) organisations.

**NATIONALITY:** Researchers can be of any nationality as long as the rule of mobility is met.

### QUALIFICATION AND RESEARCH EXPERIENCE:

- **Early stage researchers:** *have* at the time of recruitment not yet been awarded the doctorate degree and are in the first 4 years (full-time equivalent) of their research careers.

- **Experienced researchers:** *are* at the time of recruitment: 1) in the first 5 years (full-time equivalent) of their research careers **and** 2) already in possession of a doctoral degree, independently of the time taken to acquire it **or** 3) having at least 4 years of research experience (full-time equivalent) after obtaining the degree which formally allows them to embark on a doctorate in the country in which the degree/diploma was obtained.

Note: An individual researcher may not be recruited as an *early-stage researcher* and subsequently as an *experienced researcher* within the same network.

**DURATION:** Project duration is normally 48 months. ESR recruitment is 3-36 Months, ER is 3-24 months.

**PERSONAL CAREER DEVELOPMENT PLAN (PDP):** Each researcher and her/his supervisor in the host organisation will establish PDP comprising his/her training and career needs. Template for PDP: [ftp://ftp.cordis.europa.eu/pub/fp7/docs/career\\_development\\_plan.doc](ftp://ftp.cordis.europa.eu/pub/fp7/docs/career_development_plan.doc)

**Secondment:** The fellow remains employed and paid by the appointing beneficiary. Associated partners can host fellows for secondment periods of less than 30% of their fellowship. Any fellow on secondment for a period greater than 30% of their fellowship must be appointed by the beneficiary where the fellow is seconded to. Shortest secondment duration is "several weeks".

**PUBLICATION OF VACANCIES:** ER/ESR vacancies must be published on the EURAXESS Jobs Portal, and the vacancies must be publicised internationally to as many potential applicants as possible using all appropriate means of advertising (press, posters, websites, internet, information at conferences, etc.).

**RECRUITMENT CRITERIA:** The *beneficiaries* must recruit the *researchers*, following open, transparent, impartial and equitable recruitment procedures, on the basis of:

- their scientific skills and the relevance of their research experience with the research area set out in Annex I;
- their ability to undertake the *initial training activities*;
- the expected impact of the proposed training on the *researchers' career*;
- their conformity with the required criteria for eligibility of the *researchers*.

**SALARY:** The salary of a recruited researcher is based on a national rule of the host organisation that is setting an amount of allowances different from the one established in the Grant Agreement and its Annexes. The salary is specified in the employment contact.