HANDBOOK FOR RESEARCHERS: MOBILITY AND CAREER DEVELOPMENT IN EUROPE

Tips and useful links to prepare your next professional step in Europe

This project has received funding from the European Union’s Horizon 2020 research and innovation programme under grant agreement No 741238.
HOW TO FUND YOUR MOBILITY?

Information are given for both doctoral and postdoctoral mobility (when available). The focus is on geographical mobility. For information on intersectoral mobility, please go to the part „Incentives to foster intersectoral mobility“.

**Bilateral France + other**

The French Ministry for Foreign Affairs has set up bilateral PhD programmes, called **Hubert Curien Partnerships**. Other programmes for scientific cooperations are available.


**Belgium**

**FNRS** offers a variety of funding schemes for doctoral candidates, postdoctoral researchers as well as tenure researchers. Short research stays can also be funded. 2 calls every year in fall and spring.

[www.frs-fnrs.be](http://www.frs-fnrs.be)

**Europe**

The EC has implemented a mobility programme for researchers, called **Marie-Sklodowska-Curie Actions** (MSCA) and divided into different programmes.

For doctoral candidates:
* **European/International Training Network**
* **European Industrial doctorate**

For postdoctoral researchers:
* **MSCA Individual Fellowships** (Europe or international) - up to 36 months - 4.650€ + additional allowances


**InnoEnergy** is one of the 7 European Institutes of Technology, aiming at fostering research and innovation in the field of energy. Its PhD school offers a funding for assignments in Europe (4-12 months), participation to international conferences and workshops...

[www.innoenergy.com](http://www.innoenergy.com)

Other EIT: Climate, Digital, Food, Health, Raw Materials, Alumni. Please note that the EIT programmes differ from one to another.

[https://eit.europa.eu](https://eit.europa.eu)

**France**

**ANRT** is the organisation funding industrial doctorates in France, for a duration of 3 years. All scientific fields are eligible.

[www.anrt.asso.fr](http://www.anrt.asso.fr)
**France**

**ABG** is the platform in France where fully funded PhD thesis and postdoctoral positions are advertised.

[www.abg.asso.fr](http://www.abg.asso.fr)

**Germany**

**DAAD** is the major mobility funding organisation in Germany. Its scholarship database gathers all the funding schemes available for a mobility to Germany.

[www.daad.de](http://www.daad.de)

The **French-German University** is an organisation promoting the scientific collaboration and mobility between France and Germany. It offers specific funding for scientific workshops, joint PhD degrees, doctoral colleges and PhD-track programmes.

* funding for joint PhD degrees: max. 5,000 € for 3 years
* funding for scientific events: up to 15,000 €

[www.dfh-ufa.org](http://www.dfh-ufa.org)

**CIERA** offers specific funding schemes for junior researchers in social sciences and humanities, including for short research stays.

[www.ciera.fr/en](http://www.ciera.fr/en)

**Alexander-von-Humboldt-Stiftung (AvH)** offers different funding schemes for early-stage researchers to full professors. A search engine helps benefitairies to find the right programme depending on their career stage and nationality. AvH has a strong network of alumni.

[www.avh.de](http://www.avh.de)

**Italy**

The **French-Italian University** promotes mobility and scientific collaborations between France and Italy.

* VINCI programme for Masters' students, doctoral candidates, post-doctoral researchers
* GALILEO programme for groups of young scientists from university institutions and/or French and Italian research organizations
* UFI scientific label for scientific events
* Programme for visiting professors (min. 3 months)

[www.universite-franco-italienne.org](http://www.universite-franco-italienne.org)

**Luxembourg**

**Fonds National de la Recherche** (FNR) is the research funding body in Luxembourg and offers many funding schemes from doctoral candidates to senior researchers, including schemes for public-private partnerships. Applications must be submitted by researchers together with the host institutions.

* person funding schemes: AFR, ATTRACT, PEARL, KITS

[www.fnr.lu](http://www.fnr.lu)
### Norway

**Research Council of Norway** serves as the chief advisory body for the government authorities on research policy issues, and distributes roughly NOK nine billion to research and innovation activities each year.

It supports research by funding public research institutes and industrial collaborations. A database is available for the search of open calls, including the individual support of researchers.


### Spain

Several research institutes in Catalonia have gathered to build an interdisciplinary research community: **BIST** (Barcelona Institute of Science and Technology). It offers different programmes or fellowships for Master’s, doctoral candidates and postdoctoral researchers, as well as training courses for Pis.

[http://bist.eu/](http://bist.eu/)

The **Catalonian Institute for Nanoscience and Nanotechnology ICN2** offers a full PhD programme within the excellence seal „Severo Ochoa“. ICN2 is part of BIST.


### UK

Founded in 1660, **the Royal Society** is the National Academy of science in the UK, dedicated to promoting excellence in science. The Society is a self-governing Fellowship supported by 1620 Fellows and Foreign Members. 50 new Fellows are elected each year.

- *University Research Fellowship*: for researchers with a postdoc experience of 3-8 years (summer)
- *Sir Henri Dale Fellowship*: for biomedical researchers with a postdoc experience up to 7 years (spring)
- *Dorothy Hodgkin Fellowship*: for researchers with a postdoc experience up to 6 years (autumn)

[https://royalsociety.org/](https://royalsociety.org/)

### All countries for Humanities and Social sciences

**Fund-it** is a platform that gathers all the funding schemes available for French researchers in social sciences and humanities. Some fellowships are global and are available for international researchers, not only French researchers.

EXPLORING THE RESEARCH LANDSCAPE

In the table below, you will find some research organisations in Europe.

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<thead>
<tr>
<th>Country</th>
<th>Organisation</th>
<th>Website/Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austria</td>
<td>Vienna BioCentre</td>
<td><a href="http://viennabiocenter.org">http://viennabiocenter.org</a></td>
</tr>
<tr>
<td>Belgium</td>
<td><strong>Network of 16 research centres</strong> in Walloon Region</td>
<td><a href="http://www.wal-tech.be">www.wal-tech.be</a>&lt;br&gt;&lt;br&gt;<strong>Belgian portal for Research and Innovation</strong>, with the list of all scientific institutes</td>
</tr>
<tr>
<td>Croatia</td>
<td>Mediterranean Institute for Life Sciences MILS</td>
<td><a href="http://www.mils.org">www.mils.org</a></td>
</tr>
<tr>
<td>Europe</td>
<td><strong>Joint Research Center</strong></td>
<td><a href="https://bit.ly/2L1K2RY">https://bit.ly/2L1K2RY</a></td>
</tr>
<tr>
<td>Germany</td>
<td>DKFZ - cancer research</td>
<td><a href="http://www.dkfz.de">www.dkfz.de</a>&lt;br&gt;&lt;br&gt;Max-Delbrück Centre - molecular medicine</td>
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## Exploring the Research Landscape

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<thead>
<tr>
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<tbody>
<tr>
<td><strong>Germany</strong></td>
<td><strong>Helmholtz</strong> - energy, earth and environment, health, aeronautics/space/transport, matter, key technologies</td>
<td><a href="http://www.helmholtz.de/en">www.helmholtz.de/en</a></td>
</tr>
<tr>
<td></td>
<td><strong>Leibniz</strong> - humanities and educational sciences, economics/social sciences/spatial research, life sciences, mathematics/natural sciences/engineering, environment</td>
<td><a href="http://www.leibniz-gemeinschaft.de/en/hom">www.leibniz-gemeinschaft.de/en/hom</a></td>
</tr>
<tr>
<td></td>
<td><strong>Fraunhofer</strong> - health, environment, security and protection, mobility and transport, production and supply of services, communication and knowledge, energy and resources</td>
<td><a href="http://www.fraunhofer.de/en.html">www.fraunhofer.de/en.html</a></td>
</tr>
<tr>
<td></td>
<td><strong>Centre Marc Bloch</strong> - humanities and social sciences</td>
<td><a href="https://cmb.hu-berlin.de/en/the-center">https://cmb.hu-berlin.de/en/the-center</a></td>
</tr>
<tr>
<td></td>
<td><strong>German Research Directory</strong></td>
<td><a href="http://www.research-explorer.de">www.research-explorer.de</a></td>
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<tr>
<td><strong>Italy</strong></td>
<td><strong>Fundazione Edmund Mach</strong> - agronomy, forestry, agro-food</td>
<td><a href="http://www.fmach.it/eng">www.fmach.it/eng</a></td>
</tr>
<tr>
<td></td>
<td><strong>Instituto Italiano di Tecnologia</strong> - robotics, nanomaterials, lifetech, computational sciences</td>
<td><a href="http://www.iit.it">www.iit.it</a></td>
</tr>
<tr>
<td><strong>Luxembourg</strong></td>
<td><strong>LIH</strong> - life sciences</td>
<td><a href="http://www.lih.lu">www.lih.lu</a></td>
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<tr>
<td></td>
<td><strong>LISER</strong> - socio-economics</td>
<td><a href="http://www.liser.lu">www.liser.lu</a></td>
</tr>
<tr>
<td></td>
<td><strong>LIST</strong> - environment, IT, materials</td>
<td><a href="http://www.list.lu">www.list.lu</a></td>
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<td></td>
<td><strong>Max Planck Institute</strong> - procedural law</td>
<td><a href="http://www.mpi.lu">www.mpi.lu</a></td>
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<tr>
<td><strong>Norway</strong></td>
<td><strong>SINTEF</strong> - technology, natural sciences, medicine, social sciences</td>
<td><a href="http://www.sintef.no/en">www.sintef.no/en</a></td>
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<td></td>
<td><strong>NIVA</strong> - water research</td>
<td><a href="http://www.niva.no/en">www.niva.no/en</a></td>
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<tr>
<td></td>
<td><strong>NINA</strong> - nature research</td>
<td><a href="http://www.nina.no/english">www.nina.no/english</a></td>
</tr>
<tr>
<td></td>
<td><strong>NILU</strong> - air research</td>
<td><a href="http://www.nilu.no">www.nilu.no</a></td>
</tr>
<tr>
<td></td>
<td><strong>IRIS</strong> - energy, environment, social sciences, medtech</td>
<td><a href="http://www.iris.no">www.iris.no</a></td>
</tr>
<tr>
<td></td>
<td><strong>NGI</strong> - geotechnics</td>
<td><a href="http://www.ngi.no/eng">www.ngi.no/eng</a></td>
</tr>
<tr>
<td></td>
<td><strong>CICERO</strong> - climate, environment</td>
<td><a href="http://www.cicero.oslo.no/en">www.cicero.oslo.no/en</a></td>
</tr>
<tr>
<td><strong>Spain</strong></td>
<td><strong>IMDEA Water</strong></td>
<td><a href="http://www.water.imdea.org">www.water.imdea.org</a></td>
</tr>
<tr>
<td></td>
<td><strong>IMDEA Materials</strong></td>
<td><a href="https://materials.imdea.org">https://materials.imdea.org</a></td>
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</tbody>
</table>
EXPLORING THE RESEARCH LANDSCAPE

Centre for Genomic Regulation (CRG)  www.crg.eu
Institute for Bioengineering of Catalonia (IBEC)  www.ibecbarcelona.eu
Institute of Photonic Sciences (ICFO)  www.icfo.eu
Institute of Chemical Research of Catalonia (ICIQ)  www.iciq.org
Catalan Institute for Nanoscience and Nanotechnology (ICN2)  http://icn2.cat/en
High Energy Physics Institute (IFAE)  www.ifae.es/eng
Institute for Research in Biomedicine (IRB Barcelona)  www.irbbarcelona.org/en

Sweden  Karolinska Institutet - biomedical research  https://ki.se/start

Additional sources of information

* **Embassies** have in general a specific department or office for Science and Technology. Most of them have their own webpage where you can find relevant information on the research landscape, the main research organisations as well as events related to R&D&I

* **Associations of researchers abroad** can help you with the practical aspects of your mobility, but not only! Here are some examples of associations: Sciencescope (French researchers in Japan), MCAA (former beneficiaries of MSCA-funding), National post-doctoral association (USA), associations of postdocs in research institutes (Karolinska Institute, Caltech, EMBL….)
EXPLORING THE JOB MARKET

You will find here a selection of European jobboards for PhDs.

ABG has a jobboard dedicated to PhDs: www.abg.asso.fr. You will find here following positions in France and abroad: research internships, doctoral positions, postdoctoral positions, positions in industry.

You can directly apply through our jobboard, by using your personal account (the creation of your account is free of charge). Having an account enables you to:

* save your search criteria
* receive e-mail alerts
* store your selected job ads
* upload your CV

All the job positions are advertised on our Twitter accounts @ABG_asso and @abg_intl.
EURAXESS has implemented a jobboard for researchers worldwide: euraxess.ec.europa.eu/jobs/search.

This portal is also a database for available research fellowships as well as for hosting institutions willing to submit together with researchers MSCA-proposals.
If you're interested in working for European institutions or agencies, you need to know the website where all their vacancies are advertised, EPSO: https://epso.europa.eu

Check carefully the website, you will find plenty of information about their recruitment process https://epso.europa.eu/how-to-apply_en and the tests you will have to take. Some sample tests are available for you to train https://epso.europa.eu/how-to-apply/sample-tests_en .

Other jobboards to know

* for positions beyond academia: indeed ; kelly scientific ; naturejobs ; linkedin ...

* for academic positions: www.academicpositions.eu ; www.academics.de ; www.timeshighereducation.com ...

Do not forget to explore websites which are not jobboards and which can give you sectoral information: clusters, development agencies („foreign investors“), research and innovation funding agencies ...
## Incentives to Foster Intersectoral Mobility

In the table below, you will find some incentives in Europe to foster the intersectoral mobility of PhDs.

<table>
<thead>
<tr>
<th>Country</th>
<th>Program/Incentive</th>
<th>Link</th>
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</thead>
<tbody>
<tr>
<td>Austria</td>
<td>Industrial PhD programme</td>
<td><a href="https://bit.ly/2LC5YEd">https://bit.ly/2LC5YEd</a></td>
</tr>
<tr>
<td>Europe</td>
<td>European Industrial Doctorate</td>
<td><a href="https://bit.ly/2vugVUC">https://bit.ly/2vugVUC</a></td>
</tr>
<tr>
<td>France</td>
<td>CIFRE</td>
<td><a href="http://www.anr.asso.fr">www.anr.asso.fr</a></td>
</tr>
<tr>
<td>Germany</td>
<td>Innovationsassistent for SMEs in NRW</td>
<td><a href="https://www.ptj.de/innovationsassistent">https://www.ptj.de/innovationsassistent</a></td>
</tr>
<tr>
<td>Italy</td>
<td>PhD ITalents</td>
<td><a href="http://www.phd-italents.it">www.phd-italents.it</a></td>
</tr>
<tr>
<td>Luxembourg</td>
<td>IPBG</td>
<td><a href="http://www.fnr.lu/funding-instruments/ipbg">www.fnr.lu/funding-instruments/ipbg</a></td>
</tr>
<tr>
<td></td>
<td>In industry NAERINGSPHD:</td>
<td><a href="https://bit.ly/2J0z3I1">https://bit.ly/2J0z3I1</a></td>
</tr>
<tr>
<td>Spain</td>
<td>Industrial doctorates in Catalonia</td>
<td><a href="http://doctoratsindustrials.gencat.cat/en">http://doctoratsindustrials.gencat.cat/en</a></td>
</tr>
<tr>
<td>UK</td>
<td>UKRI Industrial Innovation Fellowships</td>
<td><a href="http://www.nerc.ac.uk/funding/available/fellowships/iif/">www.nerc.ac.uk/funding/available/fellowships/iif/</a></td>
</tr>
</tbody>
</table>
**PREPARING YOUR APPLICATIONS: CHECK-LIST**

- the length and the layout of your CV depend on the sector (academia/industry) and the country for which you apply.
  - in most EU-countries, a CV for industry is about 2 pages. In France, it is only 1 page.
  - in English-speaking countries, no discriminating information (no picture, no age, no nationality)

- keep a record of your applications, including the job advertisements. You will need them to prepare your meetings with the recruiters.

- analyse carefully the job description: which keywords did you identify? Are they in your CV?

- academic CV: brief career summary; education; publications; research and teaching activity; funding and awards; professional development activities; professional affiliations and memberships; conferences and seminar attendances; list of references

- CV for non-academic sector: education; work history (in France, you can start with this part first); IT and language skills; hobbies. Your list of publications is not in your CV: if requested, add it as an appendix.

- be precise: when giving an information, quantify and qualify. Eg „development of collaborations“: which kind of partners? How many?

More tips from recruiters in companies and research institutes on our webpage „Researchers without borders“: https://bit.ly/2JcFCu9
PREPARING YOUR APPLICATIONS: DocPro

24 skills are presented: the 24 ones you develop through a doctoral experience.

By clicking on one of the 24 skills, you discover its definition, with 3 levels of acquisition.

You create a personal account.

You can:

→ select the skills you developed and assess your level;

→ illustrate the skills you have selected by presenting a situation where you put those skills into practice.

How to present your experience?
In a few sentences, you present:
- the situation: its context, the difficulty you met or the responsibility you were assigned or your objectives, your mission or task;
- the actions you undertook to deal with this situation;
- the outcomes of your actions.

Personal and interpersonal qualities / Commitment

An aspect of your own experience that demonstrates this skill:

During my PhD, I once faced a difficult situation. Problems after 1 year of work on a project from which I already generated many results, 2 articles were simultaneously published by other teams on the topic, covering most of my results.

Good point: the published results agreed with mine, considering the quality of my work. Bad point: I could not publish my work anymore.

Solution: after discussing the problem with my co-workers and supervisors, we designed a side project which could benefit from the results I had obtained. One year later, we published an article reporting the work on this project (PubMed ID: 35398110).

I rate my development of this skill as matching the criteria of maturity.

See detailed description of this maturity phase.
PREPARING YOUR APPLICATIONS: DocPro

All the skills you have selected build your professional profile.

You can:

→ keep it “private”: it enables you to prepare your applications and job interviews;

→ keep it “public”. You have then 2 options:

- make it visible to everybody
  www.mydocpro.org

- or to share it with the people of your choice only by giving them the link to your profile or by embedding the skill chart on your personal website.

VISIBILITY

This profile is private by default: it cannot be accessed and is not indexed by search engines.

www.mydocpro.org
On December 11 and 12, 2017, ABG organized with its partners FGU and FIU and with the support of the European Commission a two-day event on mobility and career development for PhDs in Europe. Topics included the research landscape in Europe, the process of recruitment in Europe's academic and industrial sectors, funding for (post)doctoral mobility and career opportunities in Europe.

Posted on the event page on the ABG website (as well as the partners’ websites):

* speakers profiles
* support materials used by the speakers
* videos of the talks (entirely)
* interviews of speakers

www.abg.asso.fr/en/article/researchers-without-borders-eu4phd

And some articles on mobility and career development for PhDs

Interview with the head of HR mobility services at EDF  https://bit.ly/2slNZJu


ABG tower, this is PhD, taxi clearance and take-off instructions, over! (3 parts)  https://bit.ly/2kzpzbK


https://bit.ly/2LIg2uB
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@DFHUFA

Group „Association Bernard Gregory“
School „université-franco-allemande-deutsch-französische-hochschule-ufa-dfh
„UFI UIF“

Channel „Association Bernard Gregory“
Channel „UFADFH“

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