



HANDBOOK FOR RESEARCHERS: MOBILITY AND CAREER DEVELOPMENT IN EUROPE

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

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.

<https://bit.ly/2Ggl5OR>

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

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

<https://bit.ly/2gpAXDd>

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

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

<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

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

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

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

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

www.ciera.fr/en

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

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

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

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.

<https://bit.ly/2sIMOK3>

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/>

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

<http://icn2.cat/en/>

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/>

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.

<http://www.fundit.fr/>

EXPLORING THE RESEARCH LANDSCAPE

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

Austria	Vienna BioCentre	http://viennabiocenter.org
Belgium	Network of 16 research centres in Walloon Region	www.wal-tech.be
	Belgian portal for Research and Innovation , with the list of all scientific institutes	https://bit.ly/2sgMLQB
Croatia	Mediterranean Institute for Life Sciences MILS	www.mils.org
Europe	Joint Research Center	https://bit.ly/2L1K2RY
France	CEA - alternative and atomic energy	www.cea.fr
	CNES - aerospace	www.cnes.fr
	CNRS - all fields	www.cnrs.fr
	INSERM - biomedical research	www.inserm.fr
	INRA - agronomy	www.inra.fr
	INRIA - digital and applied mathematics	www.inria.fr
	IFREMER - marine sciences	wwz.ifremer.fr/en
	IFSTTAR - transport, development and networks	www.ifsttar.fr/en
	IFPEN - energy, transport, environment	www.ifpennergiesnouvelles.com
	INALCO - Eastern languages and cultures	www.inalco.fr
	Instituts Carnot	www.instituts-carnot.eu/en
Germany	DKFZ - cancer research	www.dkfz.de
	Max-Delbrück Centre - molecular medicine	www.mdc-berlin.de
	Max Planck - astronomy and astrophysics, biology and medicine, material and technology, environment and climate, humanities	www.mpg.de/en

EXPLORING THE RESEARCH LANDSCAPE

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

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

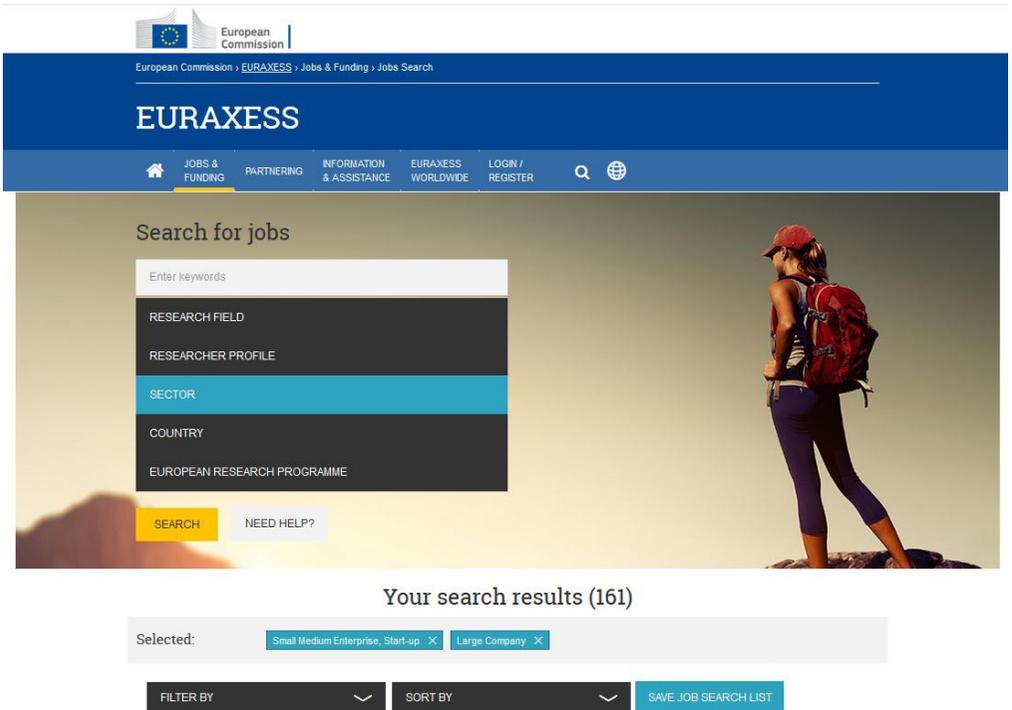
All the job positions are advertised on our Twitter accounts [@ABG_asso](https://twitter.com/ABG_asso) and [@abg_intl](https://twitter.com/abg_intl) .

The screenshot displays the ABG recruitment website. At the top left is the ABG logo (Association Bernard Gregory). The navigation bar includes the text "Where PhDs and companies meet", a "Menu" icon, a user profile for "Bérénice KIMPE", and social media icons for LinkedIn, Twitter, and Facebook. The main header features a "RECRUITMENT" button. The search area is titled "Search for job" and includes a search bar with the text "Mot clés séparés par des virgule", a dropdown menu set to "Job", and a "Reset" button. Below the search bar are buttons for "Save your search", "Add new e-mail notification", "Ma veille", and "My selected offers", along with a count of "156 Offers found". On the left, there are filters for "Scientific expertises", "Contract category", "Occupation", "Years of experience", and "Salary range". A "Country" dropdown is also present. The main content area shows two job listings: "Chargé de projet Capillaire & Maquillage (H/F)" and "Ingénieur mesures physiques / Métrologie H/F". On the right, there is a "More information ?" section with "Contact" and "+33 (0)1 427 427 01", a newsletter sign-up form, and a "Call for CVs" announcement for "Hutchinson PhD DAY" on "June. 13th 2018".

EXPLORING THE JOB MARKET

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.



The screenshot displays the EURAXESS website interface. At the top, the European Commission logo is visible, along with the text "European Commission" and "European Commission | EURAXESS | Jobs & Funding | Jobs Search". The main header features the "EURAXESS" logo and a navigation menu with options: "JOBS & FUNDING", "PARTNERING", "INFORMATION & ASSISTANCE", "EURAXESS WORLDWIDE", and "LOGIN / REGISTER". A search icon and a globe icon are also present.

The main content area is titled "Search for jobs" and includes a search form with the following fields:

- Enter keywords
- RESEARCH FIELD
- RESEARCHER PROFILE
- SECTOR (highlighted in blue)
- COUNTRY
- EUROPEAN RESEARCH PROGRAMME

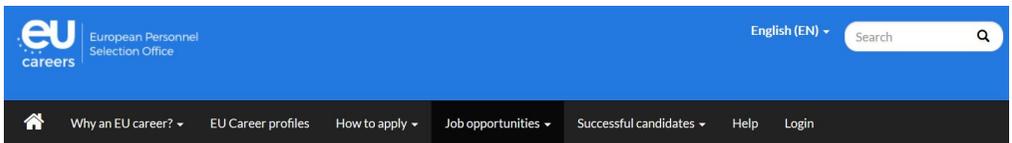
Below the search form are two buttons: "SEARCH" (yellow) and "NEED HELP?" (white).

The search results section is titled "Your search results (161)". Below this, a "Selected:" filter bar shows two active filters: "Small Medium Enterprise, Start-up" and "Large Company". At the bottom, there are three buttons: "FILTER BY" (with a dropdown arrow), "SORT BY" (with a dropdown arrow), and "SAVE JOB SEARCH LIST" (in blue).

EXPLORING THE JOB MARKET

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 .



Job opportunities

Looking for a job with the EU institutions or agencies?

Search our database of available job opportunities for permanent and temporary positions, including contract agent posts, traineeships and secondments.

Selection procedures for temporary staff are generally organised by the [institutions](#) and [agencies](#) themselves, rather than by EPSO. We also advise you to regularly visit the website of your favourite organisation(s) if you are interested in working with them.

Please note that not all available vacancies are displayed on this site and some positions may only be open to successful candidates of Contract Agent Selection (CAST) procedures.

Keyword(s)

Type of contract

Grade

Institution/Agency

Location(s)

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..

Austria	Industrial PhD programme - https://bit.ly/2LC5YEd
Belgium	DOCTIRIS - https://bit.ly/2xr9sGM TEAM-UP - https://bit.ly/2sccTfp
Europe	European Industrial Doctorate - https://bit.ly/2vugVUC SME Innovation Associate - https://ec.europa.eu/easme/en/h2020-sme-innovation-associate
France	CIFRE - www.anrt.asso.fr
Germany	Innovationsassistent for SMEs in NRW - https://www.ptj.de/innovationsassistent
Italy	PhD ITalents - www.phd-italents.it
Luxembourg	IPBG - www.fnr.lu/funding-instruments/ipbg
Norway	In public sector OFFPHD : https://bit.ly/2seBD6S In industry NAERINGSPHD : https://bit.ly/2J0z311
Spain	Industrial doctorates in Catalonia - http://doctoratsindustrials.gencat.cat/en
Sweden	Karolinska Institutet „Internship for potdocs“ - https://bit.ly/2FFnreM
UK	UKRI Industrial Innovation Fellowships - www.nerc.ac.uk/funding/available/fellowships/iif/

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?

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.

Personal and interpersonal qualities / **Commitment**

Skill development

PHASE 3

- Has the ability to express a vision and enlist support, even during periods of adversity.
- Capitalizes on the enthusiasm and perseverance of the people he directs.

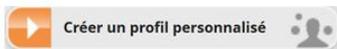
PHASE 2

- Can picture himself in other contexts; applies his commitment and motivation to other activities and fields of expertise.
- Perseveres in his undertakings and projects; paves the way for other staff and supports them.
- Inspires the enthusiasm and commitment of his staff.

PHASE 1

- Recognizes and can clearly identify his sources of motivation.
- Is able to sustain his commitment and motivation in the face of setbacks and adversity.
- Deals efficiently with the routine aspects of his job.
- Strives for excellence; shows determination.
- Learns from his mistakes and bounces back from failures.
- Relies on the support and assistance of his peers.

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.

Personal and interpersonal qualities / **Commitment**

An aspect of your own experience that demonstrates this skill:

During my PhD, I once faced a difficult situation.
 Problem: 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, corroborating 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: 25385114).

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

[See detailed description of this maturity phase.](#)

PHASE 1

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.

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
[fg](#)



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

This profile is public



Jean-Baptiste Decombe Modifié le : 06/10/2017
R&D ENGINEER IN OPTICS AND NANOTECHNOLOGY
I am currently a post-doctoral researcher at Louisiana State University (United States) where I manage a biosafety lab. I would like to join R&D department in a dynamic and innovative company.

Camille Oloa-Bilela Modifié le : 28/09/2017
INNOVATION; R&D; ESS; ADMINISTRATION PUBLIQUE
Rigoureuse et organisée, j'utilise ma grande capacité d'adaptation et mes 5 ans d'expérience professionnelle pour réaliser des projets dans des milieux parfois sensibles. Avec des méthodes rapides.

Andres ARCINIEGAS Modifié le : 26/08/2017
INGÉNIEUR R&D ULTRASONS

Lucie LEONARD-ARKHARI Modifié le : 19/09/2017
INGÉNIEUR-CHEMISTE R&D BIOTECHNOLOGIE
Ingénieur-Docteur en biotechnologie ayant mené des projets pluridisciplinaires en sciences alimentaires et santé, je suis motivée pour développer de nouvelles compétences et innover.

- 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.



www.mydocpro.org

GOING FURTHER



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/2sINZJu
How do European recruiters recruit PhDs?	https://bit.ly/2IXrNwj
ABG tower, this is PhD, taxi clearance and take-off instructions, over! (3 parts)	https://bit.ly/2kzpzBK
Challenges of return mobility (Part 1 - in French)	https://bit.ly/1NSUftX
Challenges of return mobility (Part 2 - in French)	https://bit.ly/2Je8fr2
Preparing for return mobility	https://bit.ly/2xozpqj
	https://bit.ly/2Llg2uB

CONTACT

ABG / French-German University

Bérénice Kimpe
International cooperation & EU-projects

berenice.kimpe@abg.asso.fr
Tel.: +33 1 42 74 45 46

French-Italian University

Clarisse Bouillot & Ilaria Ciravegna
Project managers

univ.italo-francese@unito.it
Tel.: +39 011 670 - 4171 or - 4247



@ABG.Asso

@UFADFH

@uif.uif



@ABG_asso @abg_intl

@DFHUFA



Group „Association Bernard Gregory“

School „université-franco-allemande-deutsch-französische-
hochschule-ufa-dfh

„UFI UIF“



Channel „Association Bernard Gregory“

Channel „UFADFH“



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 741238.